



2023

Annual Report
(abbreviated) and
Sustainability Report

AMF in brief

AMF is the pension company offering straightforward and reliable occupational pension solutions. Our focus is on collectively agreed occupational pensions in the form of traditional insurance for private sector workers, but we also administrate funds and unit-linked insurance for long-term saving. We are owned by the Swedish Trade Union Confederation (LO) and the Confederation of Swedish Enterprise and operate in accordance with mutual principles. This means that the profit we generate is returned in its entirety to our customers.

Our vision is a future to look forward to. We aim to provide our customers with the best pension product, at low cost and with favourable returns in the long term. We have a particular responsibility to ensure that customers who have not made an active choice receive a safe and adequate occupational pension.

We manage SEK 790 billion of assets on behalf of our customers. The pension capital is invested in equities, bonds, real estate and other alternative investments. We are one of the largest shareholders on the Stockholm Stock Exchange and among the largest owners of commercial real estate in Sweden. We believe it is important to invest our customers' money responsibly and on the principle that our activities should contribute to a sustainable society.

The Group employs 461 people and conducts operations from Stockholm.

Subsidiaries included in the Annual Report

AMF Fonder AB

AMF Fonder AB is responsible for managing AMF's investment assets in traditional insurance, and for providing investment funds for AMF's unit-linked insurance. AMF Fonder offers 14 self-managed funds with low fees. The funds are available for selection via unit-linked insurance, the premium pension system and direct fund saving. At year end, assets under management in fund management totalled SEK 210 billion.

AMF Fastigheter AB

AMF Fastigheter AB develops and manages the AMF Group's properties with a view to generating returns for AMF's pension savers. The properties consist of office and commercial properties in Stockholm and Sundbyberg. The market value of the managed property portfolio at year end was slightly over SEK 78 billion.

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Significant events in 2023

SEK 2.1 billion for traditional insurance customers

In June, we distributed **SEK 2.1 billion to around 1.7 million customers** with traditional insurance without repayment protection under the SAF-L0 and AKAP-KR/KAP-KL agreements.

SEK 9.3 billion for stronger guarantees

We converted a **SEK 9.3 billion surplus** into guarantees for around 660,000 customers with traditional insurance receiving payments.

100 per cent guarantee for traditional insurance

During the year, we raised the guarantee for customers with traditional insurance **from 85 to 100 per cent**. This rise in the guarantee level applies for new payments made under the SAF-L0, PA16, AKAP-KR and ITP agreements, as well as for AMF Tjänstepension.

Changes in management

A number of changes were made to our management team in 2023. **Malin Omberg**, our Chief of Staff, was appointed Deputy CEO, while **Cecilia Rosendahl Lavén**, the former Head of Marketing and Communications, was promoted to the position of CEO of MinPension.

Joint ownership of Urban Escape with AP7

In partnership with AP7, we set up a joint venture that took over ownership of the Urban Escape district in central Stockholm. AMF remains the majority owner and AMF Fastigheter will continue to develop and manage the district.



"We're proud of Urban Escape at AMF as it is one of our biggest and most successful property investments ever. **The investments we have made in the area have resulted in favourable value development for pension savers.** At the same time, we have made a tangible contribution to transforming a key section of the heart of Stockholm into an attractive, appealing and vibrant area. I'm delighted that we can continue working with the area in partnership with a similarly constructive, future-oriented Swedish investor: AP7. This puts us in an excellent position to continue managing and developing Urban Escape in the best possible manner," says Katarina Romberg, Chair of the Board of AMF Fastigheter and Head of Alternative Investments at AMF.

“ The investments we have made in the area have produced strong value growth for our pension savers

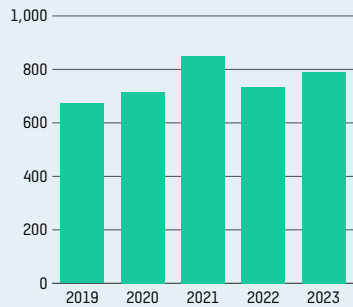
More investments in unlisted companies

During the year we continued to invest in unlisted companies with a view to raising the level of diversification in our investment portfolio. For instance, we made investments in Northvolt, H2 Green Steel, Lumera and Anocca. During the year, one of our earlier unlisted investments – Yubico – was listed on the Stockholm Stock Exchange.

Developments during the year

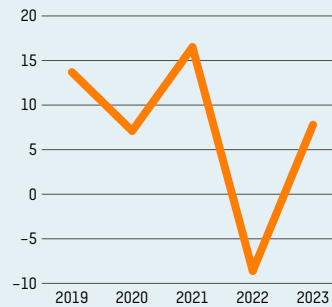
The total return on assets for the year was 7.8 per cent. Assets under management amounted to SEK 790 billion. The management cost ratio (operating costs in relation to assets under management) was 0.11 per cent, which is among the lowest in the industry. Our financial stability remains good.

Assets under management, SEK billion



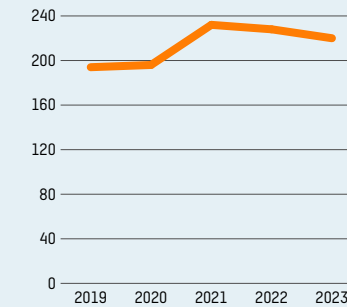
AMF's assets under management (including AMF Fonder) totalled SEK 790 billion. The fund assets are invested in equities, fixed-income securities, real estate and other alternative investments.

Total return on assets, per cent



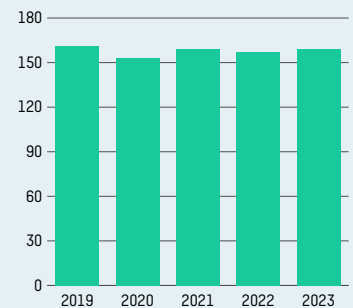
Return on assets for the year was 7.8 per cent. Over the past five- and ten-year periods, AMF has generated average yields of 6.9 per cent and 6.9 per cent, respectively.

Solvency ratio, per cent



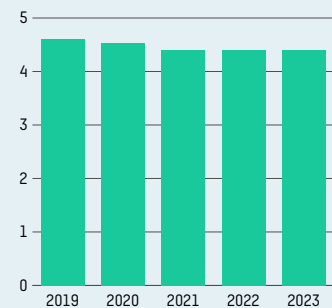
Financial stability remained robust and the solvency ratio (assets in relation to the guaranteed commitments) was 220 per cent.

Cost per customer, SEK



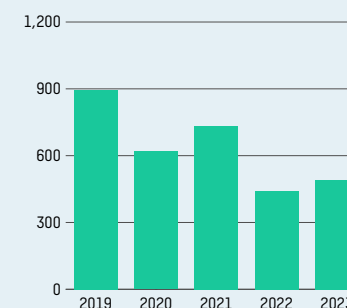
The cost per customer was SEK 159. The trend has remained relatively stable in recent years. Low per customer costs enable AMF to keep the fees for our products low.

Customer satisfaction



Our Customer Satisfaction Index is stable at high levels (4.4 out of a possible 5).

Carbon footprint from listed equities, thousands of tonnes of CO₂e



The carbon footprint from our investments in listed equities increased in absolute terms, which aligns with the larger proportion of equities in our portfolio; however as a proportion of the turnover of the portfolio companies, the carbon footprint was marginally down.

Dear Customer,

Here at AMF we are proud to have been entrusted with looking after a part of your future pension. In all, more than four million customers have chosen to save with us. The fact that there are so many of you is positive, in that it means better and more secure pensions. For example, having so many people sharing the total expenditure enables us to keep costs down.

Our task is to make sure that you receive the best possible return on your savings and that as little money as possible disappears in fees. The latter aspect is particularly important in the context of long-term forms of saving such as pension plans. Of course, as a customer you must be able to rely on us to act responsibly and sustainably in the long term.

Within the framework of our prestigious assignment to be the preferred option for privately employed professionals, our owners – the Confederation of Swedish Enterprise and the Swedish Trade Union Confederation (LO) – have also tasked us with ensuring that even savers who choose not to be overly active in their saving plan receive the best possible occupational pension. The fact that AMF is run on the basis of mutual principles means that all the profits we made are eventually returned to you, our customers.

Secure delivery in turbulent times

The year that has just passed was largely distinguished by turmoil and uncertainty all over the world. The Swedish economy weakened, interest rates rose over a protracted period and life has become much harder for many businesses and households. At the same time, the stock market rebounded during the year following a tough 2022, and at its meeting in December, Riksbanken decided to leave its base rate unchanged for the first time in almost two years.

Despite the turbulence and the challenging market conditions, we were able to deliver a positive yield of 7.8 per cent to our savers at the end of the year. Our listed equities showed the strongest development, growing by 15.8 per cent, but other asset classes also performed strongly: interest-bearing securities rose by 5.4 per cent and alternative assets showed 5.2 per cent growth.

Future-proofed asset management

In tough financial times, AMF and other long-term Swedish investors have a particularly important role to play, not just for our customers, but also for our portfolio companies and for companies that are keen to invest and develop despite the downturn. Thanks to our strong financial position and our long-term investment perspective, we have also succeeded in continuing to invest and realign our portfolio.

Over the course of 2023, we expanded our portfolio by investing in the IT company Lumera and the insurance company Anocca, and we have reinforced our investments in the battery manufacturer Northvolt and the steel company H2 Green Steel. In addition, in May we were able to announce that we had established a joint venture with the seventh AP fund, with the aim of working together to develop the Urban Escape district in central Stockholm.



CEO's statement, **cont.**

// The Swedish occupational pension model has proved successful, delivering strong pensions to Swedish savers for many years.

A modern, sharp take on traditional insurance

AMF's traditional insurance product has been developed specifically to generate the best possible occupational pensions for our core customers covered by the SAF-LO agreement. At the same time, we are both eligible and appreciated within the three other major collective bargaining areas in Sweden. With our traditional insurance, we offer customers a savings plan backed by a guarantee, high-quality active management and low fees, which many people naturally appreciate.

In order to ensure that we remain at the cutting edge, we regularly check and improve our traditional insurance product. The fact that we received a renewed sign of confidence as an eligible alternative in the ITP agreement area neatly underlines this. We made many strides in 2023. For example, we increased the guarantee for paid-in premiums to 100 per cent, introduced a new guarantee reinforcement model, and converted SEK 9.3 billion of accumulated surplus into guarantees. In order to ensure fair distribution of the surplus generated on account of unexpectedly large inheritance gains, we have also shared SEK 2.1 billion among approximately 1.7 million customers without repayment protection, principally within the SAF-LO agreement area.

Sustainability and transition

Sustainability is an important part of AMF's work on generating good returns, keeping expenses low and operating as a responsible company. Supporting and encouraging change is fundamental to our sustainability work. We believe this is good for both the companies we invest in and our savers, as it is a prerequisite for solid long-term returns.

In our sustainability initiatives, a crucial point of departure is the international agreements that we have signed or endorsed. These include the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the UN Principles for Responsible Investment and guidelines on accounting for climate risks developed by the Task Force on Climate-Related Financial Disclosures.

A decent pension market

The Swedish occupational pension model has proved successful, delivering strong pensions to Swedish savers for many years. It is important that this continue, but it is not something we can take for granted. For this reason, we at AMF are involved in the work to secure solid conditions for long-term sustainable occupational pensions in Sweden in the future, too.

We believe that the opportunity to transfer occupational pensions is both positive and important. However, we are concerned that every third person who has transferred his/her pension is not aware of having done so, and that more than four people in ten find themselves enmeshed in a savings programme that does not match their preferences. That is why we track the transfer market in an annual report and present suggestions for how consumer protection can balance an increasingly free and flexible right to transfer.

Other challenges we have identified stem from the fact that more and more people are drawing their occupational pensions over a limited number of years, rather than for life, and that what is known as the "respect gap" – the difference in pension between the person who has worked an entire lifetime and the person who has not worked at all – is shrinking. When it comes

to issues such as these, we are likewise keen to make ourselves heard as a constructive and responsible voice and, to the best of our ability, to contribute to a saver-friendly pension system that is sustainable in the long term.

Roots gain in strength when the wind blows

There is much to suggest that the financial situation will continue to be demanding over the coming years. I do not intend to play down the challenges this entails, but I will say to everyone who saves with us that AMF has handled tough times before, and that we are better placed than ever to tackle whatever the future may choose to throw at us.

My highly skilled and committed staff and myself will do our utmost to live up to the confidence we have been shown to take care of your savings – in good times and bad, in favourable and more demanding periods.

Stockholm, March 2024

Johan Sidenmark
CEO, AMF

Our four million customers

AMF has 4.4 million customers. Most of them are covered by the SAF-L0 collective agreement. Around 20 per cent are pensioners and receive a payment from us every month. On average, our SAF-L0 pensioners receive an occupational pension payment from us of approx. SEK 2,400 per month.

80 %

In all, approximately 80 per cent of our customers are saving for their retirement. Around a third have an ongoing saving arrangement.

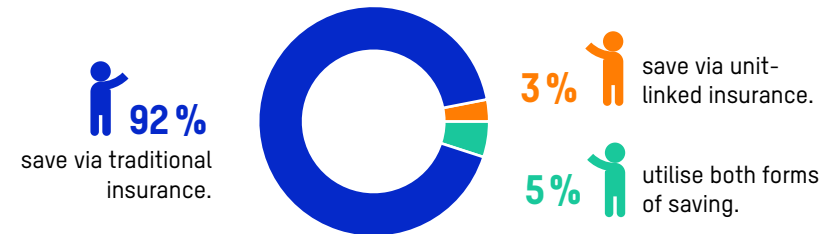
20 %

Approximately 20 per cent are pensioners and receive a payment from us every month.

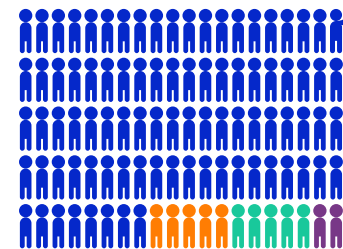
What are the most important factors in the choice of occupational pension company?

- Solid returns, low fees and simple and clear information.

How our customers save:



... and this is where they work:



3,872,531 are blue collar employees in the private sector (SAF-L0).

354,131 are white collar employees in the private sector (ITP).

356,132 are employed by municipalities and regions (KAP-KL).

85,354 are government employees (PA 16).



78 %

of all those who contact AMF are over 60 years of age.



79 %

start receiving their pension payments at age 65 or later.



56 %

think a default provider is a good idea for those who do not want to choose an occupational pension company themselves.



50 %

think it is important for pension companies to have focus clearly on sustainability.

AMF's strategy 2023–27

AMF's vision

A future to look forward to.

Strategic goal

Our goal is to be the default option and competitive on the market.

The self-evident choice as default provider

Our strategy is to focus on traditional insurance for customers who choose the SAF-L0 Contractual Pension, and always to be the self-evident choice as the default provider for this customer category.

In 2022 we commenced implementation of our new strategy: AMF 2023–27. Our success criteria are to deliver high returns, offer the lowest fees, function as a responsible company, and have a capacity to change that allows us to benefit from the opportunity to develop in step with the world around us.

Our mission is to create value for those who are covered by the SAF-L0 Contractual Pension. We do this by offering traditional retirement savings with high returns at low cost. We will always put the interests of our customers first and pay particular attention to the large category of people who do not make active choices but want and need a secure pension.



High returns

We are to deliver higher returns than most of our competitors in the field of collectively agreed occupational pensions.



Lowest fees

We will maintain the lowest fees within the SAF-L0 Contractual Pension, as well as competitive fees in other collective agreement areas. This demands efficient operations.



A company that acts responsibly

We aim to be a company that acts responsibly with regard to the expectations of our customers and our owners. We will always work in the best interests of our customers and put their interests first.



Competence and commitment

We need employees who are familiar with and take responsibility for AMF's mission and commissions. We will constantly evolve our expertise and our working practices.

Traditional insurance – security and long-term return on investment combined

When we ask our savers what is most important to them when it comes to their pension, the vast majority say good returns, security and low fees. These are our watchwords at AMF when it comes to the traditional insurance that we offer. Through traditional insurance, we also have unique opportunities to take a long-term, responsible approach to our management.



Of AMF's total assets under management – SEK 790 billion – fully SEK 580 billion is invested in traditional insurance. Because traditional insurance is the default product in the SAF-LO Contractual Pension, we have designed it so that our customers do not have to take an active role but can still be sure of a product with the possibility of high, long-term returns, low fees, security of payments and good sustainability.

Excellent long-term returns

Traditional insurance has demonstrated high risk-adjusted returns over many years, largely on account of the opportunity to invest in several different asset classes. Our average annual return has been 6.9 per cent over the past five years, 5 per cent over the past ten years and 7.4 per cent over the past 15 years. Traditional management produces excellent opportunities in uncertain times. The capacity to invest in many different asset classes makes it possible to mitigate downturns in the economy through investments in real assets, such as real estate and infrastructure, in addition to equities and credits.

Low fees

Traditional insurance can be managed cost-effectively, thanks to economies of scale. The annual cost to SAF-LO customers is a fixed fee of SEK 40 regardless of the number of insurance policies contracted, plus 0.15 per cent of the pension capital. The maximum fee is SEK 400 per year (as from 1 January 2024), regardless of the number of insurance policies contracted and the size of the pension capital. In the latest offering, ITP customers pay a fee capped at SEK 500 per year. A maximum fee of SEK 600 applies within the collective agreement areas KAP-KL and PA 16.

The cost of asset management in our traditional insurance is also extremely low (0.03 per cent), compared to the average fund fee in collectively negotiated insurance (for example, 0.21 per cent in the ITP plan).

Security in retirement

Our customers place great emphasis on pension security, according high priority to stable, predictable pension payments. In addition to the return that our asset managers generate via their investments, traditional insurance is underpinned by a basic guarantee that guarantees a set pension amount each month. During the year, we raised the guarantee for customers with traditional insurance from 85 to 100 per cent. For lifetime payout customers, there is also a limit on how much their payouts can normally decrease from one year to the next as a result of negative returns. This adds an extra level of security, especially in years distinguished by major fluctuations in the capital markets, and currently means that the payout amount cannot decrease by more than 5 per cent of the annual recalculation. Guarantee

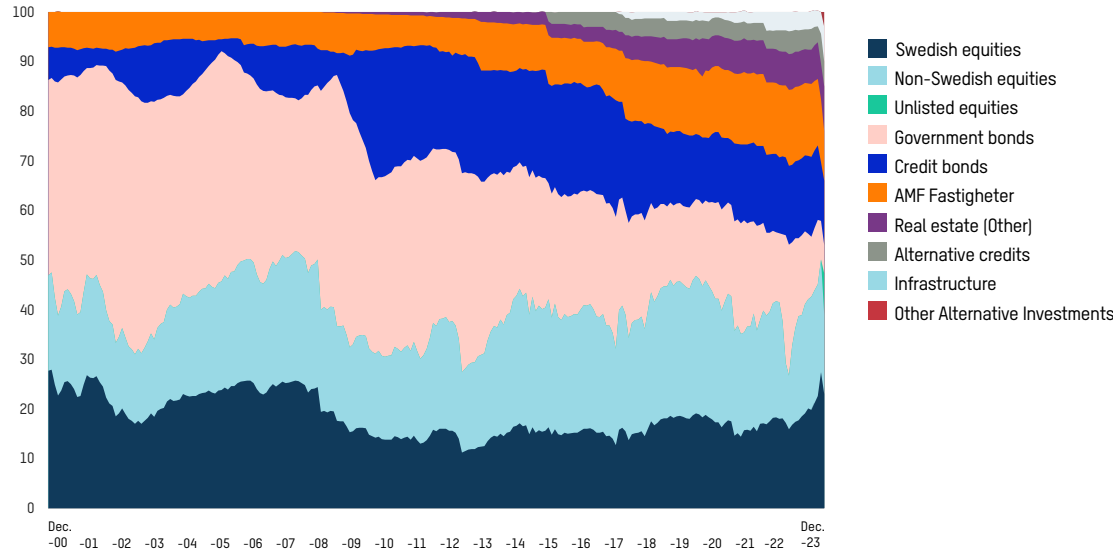
consolidation further reinforces security for our pensioners by ensuring a balanced risk level on their insurance during the payout period, as well as increased guarantees and more stable payouts. In 2023, we converted a SEK 9.3 billion surplus into stronger guarantees for 660,000 customers with traditional insurance receiving payments.

Good level of sustainability

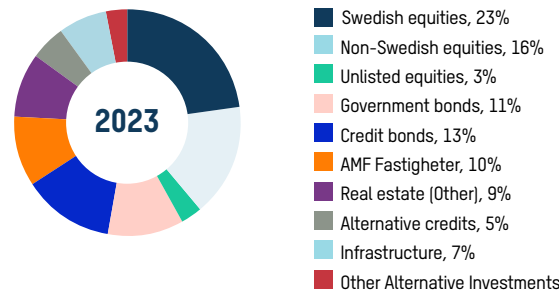
The sustainability level of our traditional insurance is based on our values and must reflect the expectations of the customer group as a whole. We are noting that our sustainability work can contribute to solid returns for our savers, as well as to increased sustainability in general, within the framework of the product. Work with sustainability also includes managing risks and opportunities based on aspects of sustainability. Our sustainability initiatives are described in more detail in the Sustainability Report (see page 14). In particular, we have defined the following properties as being encouraged by traditional insurance: a transition towards lower carbon dioxide emissions; a conscious focus on sustainability at the portfolio companies and work towards gender equality on Boards of Directors in companies where we participate in the work of the nomination committee.

Traditional insurance – security and returns on investment combined, **cont.**

Different asset classes in traditional insurance



The allocation of assets in AMF's traditional insurance has varied over the past twenty years. Investments in real estate, alternative credits and infrastructure have increased in relative terms, while the share represented by fixed-income assets in particular has decreased – in order to create the best possible conditions for generating decent returns for our customers. One of the strengths of traditional insurance is precisely that – on the basis of developments in the capital markets – management can adjust the relative shares of different asset classes in order to optimise risk and return opportunities.



Safeguarding asset management

The past year, presented by Tomas Flodén, Head of AMF's asset management and CEO of AMF Fonder.

How would you describe developments over the past year?

"The past year was the latest in a series of turbulent years. Looking back over the past three years, the situation has changed from negative interest rates, low inflation, global pandemic and massive government support, to a reality distinguished by war in our immediate area, demographic tensions, increasing inflation, the return of austerity, a weakening of the Swedish krona and sharply rising interest rates. Inflation has now started to fall again, and there is much to suggest that we have seen its peak. All this and much else in the world around us naturally affects us as pension fund managers."



How has this affected AMF?

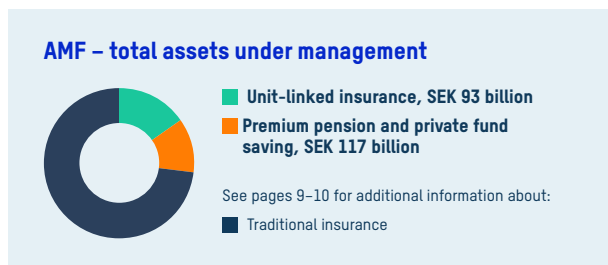
"We are financially strong asset managers who take a long-term perspective and maintain an appropriately diversified portfolio which generates competitive returns for our savers over time. This entails us being ready and prepared for different market conditions at the same time as we are obliged to navigate through the situation here and now. Rapid changes emphasise the importance of having the right skills combined with a tried-and-tested strategy and solid risk diversification. Looking back over the past three years, I think we've been pretty successful."

Have you made any changes?

"We constantly assess our work and make changes as and when necessary: for example, we adjust the risk level in our management on an ongoing basis. In our ownership work, we also check whether companies need support from us, as owners, in order to be able to prioritise long-term value generation rather than short-term profits. It is here that we have an important role to play as long-term owner – more than ever, perhaps, when conditions around us are uncertain."

Unit-linked insurance and AMF Fonder – for pensions and long-term savings

Pension saving via unit-linked insurance suits savers who want to invest their capital in funds. We offer a selection of primarily actively managed funds with low fees, predominantly through our own fund management company AMF Fonder. The AMF Generation Portfolio is suitable for savers who want unit-linked insurance, but do not want to choose individual funds themselves.



Nearly 400,000 customers have chosen unit-linked insurance for their retirement savings with us, representing a total of around SEK 93 billion (81). Most of the capital is invested in the entry-level solution, which we have termed the AMF Generation Portfolio. The plan is designed for long-term savings, with risk in the investments being defined on the basis of the customer's age. For clients wishing to choose funds themselves, we principally offer 13 funds from our subsidiary AMF Fonder, together with a number of externally managed funds to supplement the offerings from AMF Fonder.

AMF Fonder

AMF Fonder is tasked with offering funds with competitive returns and low fees. All 14 funds are actively managed with the objective of ensuring that the returns for each fund exceed the average of funds in the same market. Total assets under management amounted to SEK 210 billion (182). Over the past five years, nine out of twelve funds beat their benchmark index – and the overall average Morningstar rating, which measures parameters including risk level and return, was 3.5 out of a possible 5 at the end of 2023. All AMF's equity and mixed funds charge a fee

of 0.40 per cent and all fixed-income funds a fee of 0.10 per cent. This is highly competitive compared to other actively managed funds for saving in funds. When the funds are included in AMF's unit-linked insurance offering, the fees are often even lower. All AMF funds maintain a high level of sustainability, and in a majority of the funds a number of sustainability characteristics have been identified that the fund is tasked with promoting. The average sustainability of the funds was rated 3.8 out of a possible 5 by Morningstar. All AMF's funds are "Article 8", which means light-green products according to the pan-EU Disclosure Regulation. For additional information about our sustainability work, see page 15 and AMF Fonder's Annual Report.

Other fund offerings

When we select and evaluate funds managed by other fund companies for our unit-linked insurance, key assessment criteria include low fees, high returns and sustainability. We continuously monitor developments in the funds and evaluate them once a year.

AMF requires fund companies to have ratified the UN's Principles for Responsible Investment, and if a fund is actively managed, it must use some form of negative or norm-based screening. As regards actively managed funds, the fund must be rated by Morningstar at no lower than two sustainability globes out of a possible five. AMF encourages fund management companies to sign and publish a sustainability profile for the fund in question.

Premium pension savings

Via AMF Fonder, AMF offers savings options in the premium pension system. The total value of these savings options amounts to around SEK 86 (76) billion. Eleven of AMF's funds are options in the Premium Pension Marketplace.

Our entry-level solution: The AMF Generation Portfolio

Consists of a mix of the AMF Global Equities Fund, AMF Swedish Equities Fund and AMF Mixed Fixed-Income Fund.

- The distribution of the different funds is adjusted automatically depending on the customer's age, with younger customers being attributed a higher risk while older customers – who are closer to retirement – are allocated a lower risk.
- Suitable for clients who want to invest in funds, but not to choose funds – or the distribution between different funds – themselves.

Fund offering in unit-linked insurance	Morningstar (max. 5)	Morningstar sustainability rating (max. 5)	Management fee, discounted, % ¹⁾
AMF Asia Pacific Equities Fund	3	5	0.30
AMF European Equities Fund	4	3	0.30
AMF Global Equities Fund	5	3	0.20
AMF North American Equities Fund	5	4	0.30
AMF Small Companies Equities Fund	2	3	0.30
AMF Swedish Equities Fund	1	3	0.20
AMF Emerging Markets Equities Fund	2	5	0.25
AMF World Equities Fund	3	4	0.35
AMF Balanced Fund	4	5	0.35
AMF Corporate Bond Fund	4	– ²⁾	0.10
AMF Fixed-Interest Fund Short	– ²⁾	3	0.10
AMF Fixed-Income Fund Long	5	4	0.10
AMF Fixed-Income Fund Mixed	– ²⁾	– ²⁾	0.10
Average rating	3.5	3.8	
Storebrand Japan	4	3	0.10
SHB Hälsovård Tema ³⁾	5	3	0.50
Swedbank Robur Fastighet ³⁾	4	3	0.50
Swedbank Robur Technology ³⁾	5	5	0.50
Average rating	4.5	3.5	

¹⁾ Unit-linked insurance SAF-L0

²⁾ No Morningstar rating

³⁾ Available within the SAF-L0 unit-linked insurance programme since January 2024

Pensions on the customer's terms

It is important that savers should find the pension system easy to understand and predictable. This will help generate greater trust in the occupational pension system and reduce the concern felt about the pension system. Greater simplicity also makes it easier for customers who want to make well-informed choices.

Many customers regard occupational pensions as complicated, because pension agreements and how they are managed differ from one collective agreement area to another. Increased mobility in the labour market means that many savers and pensioners today have a range of different occupational pensions that are subject to different rules and management approaches. Against that background, we strive to make our own offer as simple and secure as possible, and to play a part in making information about the pension system comprehensive. This makes it easier for customers both to educate themselves about pension issues and to understand their own pensions.

Conscious choices

The right to transfer within a collectively agreed occupational pension is an important right in giving individual savers the opportunity to choose the pension company and pension solution that suits them best. We make every effort to inform customers who opt to change pension company or solution as to what a transfer to or from a company entails. On that basis, we have



long monitored the transfer flows within collectively agreed occupational pensions, mainly in our annual Transfer Report, which is based on surveys of customers who have transferred their occupational pension from AMF. Since 2021 we have also examined transfers to AMF.

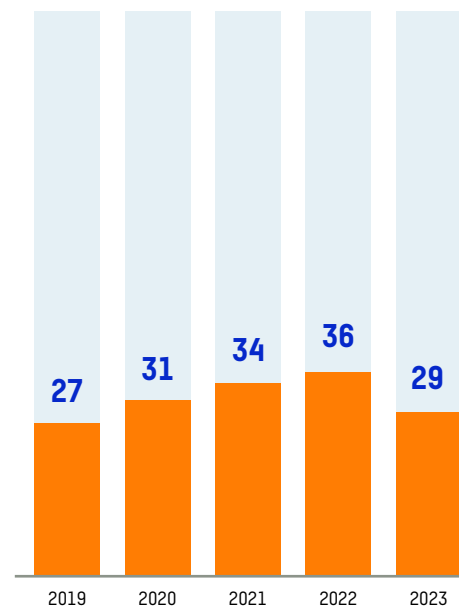
Our investigations reveal a recurring problem with many people transferring their occupational pension, or having their occupational pension transferred, without their being aware of it. At the same time, more and more people are finding themselves in a savings situation that does not match their stated preferences and a clear majority want access to more information before making a move, in order to be able to make well-founded decisions. Around a third are unaware that their occupational pension has been transferred. At the same time, half of those who are aware they have transferred their pension state that they did not compare different options before making the move.

In connection with the launch of our Transfer Report and with a view to raising awareness and boosting consumer protection, we suggested requiring additional confirmation involving e-identification for transfers of occupational pensions, and tabled a proposal for the form objective comparisons between collectively agreed occupational pensions could take.

Working relationship with other operators

We work closely with other operators in the occupational pension sector to make things easier for customers. One important party in this regard is *Avtalat*, which has been commissioned by the Confederation of Swedish Enterprise, LO and PTK to coordinate and streamline information linked to collectively agreed pensions and insurance for employees and salaried employees in the private sector. *Avtalat* commenced operations on 1 January 2021 and the work to establish and develop the company is being conducted in close consultation with us and other party-owned companies to ensure that both customers and employers receive the best possible information.

Customers unaware that their occupational pension has been transferred (per cent)



Between 22 August and 22 September 2023, with a view to establishing savers' reasons for transferring their occupational pension, AMF conducted a survey of savers who had transferred their occupational pension from AMF during the period January–June 2023.

Pension on the customer's terms, **cont.**

We are also affiliated to the *minPension* (myPension) service, which has around four million users. The service provides an overview of the whole of the individual's pension and most users at *minPension* have insurance with us. In addition, *minPension* has, for several years, been operating the Withdrawal Planner service, which makes it easier for pension savers approaching retirement to make conscious choices. During the development process, we participated as a company trialling the service. The aim of the Withdrawal Planner is to provide prospective pensioners with a tool that enables them to produce a personal pension and withdrawal plan quickly and easily. Features include calculation and simulation of the effect on the pension of continuing to work longer or stopping earlier, calculation of the effect of taking a higher proportion of the occupational pension earlier and calculation of the pension amount after tax. To date, we are the only company included in Withdrawal Planner to offer a digital application process, which means that customers can seamlessly implement their withdrawal plan with us.

Low fees for everyone

We are also focusing in-house on developing our own offering to make it as simple and secure as possible for customers. We are striving to establish a product offering that reduces our costs and, in turn, leads to lower fees for customers. For example, we are aiming to harmonise terms and conditions of insurance in each collective agreement area so that all customers can benefit from the most recent and best offering – which is what we have done for the collective agreement areas SAF-LO, PA 16 and KAP-KL. This will also enable us to introduce a charge cap – i.e. a limit on the fees charged for occupational pension management for every customer – within these collective agreement areas. The charge cap that exists today within the SAF-LO Contractual Pension means that customers pay a maximum of SEK 400* per year for traditional insurance. The corresponding charge cap for the PA 16 and KAP-KL areas is SEK 600 per year, while for ITP it is SEK 500 per year.

* As from 1 January 2024.



Reduce lack of awareness of, and offer the opportunity to take up, the latest offering

We have two goals in the area of Pensions on the customer's terms:

- Reduce the number of customers who are unaware that their occupational pension has been transferred.
- All customers to have the opportunity to benefit from the latest offering, without having to take out a new insurance policy. This is possible today within the Contractual Pensions SAF-LO, KAP-KL and PA 16.

“ Around a third of savers are unaware that their occupational pension has been transferred.

Sustainability Report

Sustainability is an integrated part of our strategy and our work in this field goes hand in hand with our commitment to making our customer's pension savings grow, keeping fees low and operating as a responsible company. We focus our work in the field of sustainability on three areas, namely reducing our climate impact, maintaining a high standard of business ethics and responsible behaviour, and working to promote diversity and gender equality. We have long-term objectives for this work, combined with measurable short-term targets. In this way, we clearly define how we are to work with our long-term goals, and can follow up on how the work is progressing.

Page 17: Climate

Ambition: All AMF's activities, including investment activities, are to align with the Paris Agreement.



SHORT-TERM	Comments
The carbon footprint of the portfolio is not to exceed the limit stipulated in our carbon budget.	Total absolute emissions amounted to 826,000 tonnes of CO ₂ -equivalents in 2023, which is well below the budget limit.
We are to have a structured advocacy policy for the 20 companies with the highest emissions in our portfolio.	Over the course of 2023, we worked with a structured advocacy policy for 19 of the 20 companies with the highest carbon emissions. One company was sold off before a dialogue could be conducted.
The carbon footprint of the companies in our portfolio is to be reduced by 25 per cent between 2019 and 2025.	We will be following up on our carbon footprint at the end of 2025.
All companies in which we have major influence are to report their climate footprint and set climate goals in line with the Paris Agreement.	Of the 54 companies in which we have significant influence, 44 have set climate targets in line with the Paris Agreement, and 48 report their climate footprint.

Page 25: Business ethics

Ambition: We are confident that we ourselves, our suppliers, our partners and our portfolio companies all live up to our expectations with regard to business ethics.



SHORT-TERM	Comments
All working groups are to conduct a review of AMF's expectations regarding business ethics at least every other year.	AMF conducted a review of all working groups in 2024.
Business ethics form part of every introduction programme for new employees.	In 2023 AMF completed two introduction programmes for new employees.
All major suppliers are to ratify AMF's Code of Conduct.	All AMF's major suppliers have ratified AMF's Code of Conduct.
We monitor the ten largest suppliers from the perspective of sustainability on an annual basis.	Follow-up was performed in 2023.
The entire investment portfolio and all AMF funds, including external funds offered by AMF, are subject to fundamental sustainability criteria.	All holdings fulfilled AMF's sustainability criteria.

Page 26: Diversity

Ambition: We are to promote a way of working and a culture in which we can make the most efficient use of the experiences of all employees. This includes establishing an equal gender balance.



SHORT-TERM	Comments
A diversity analysis is to be performed in every working group prior to every new recruitment.	A diversity analysis was carried out for all recruitment processes during the year.
We are to ensure gender balance in all our management teams by 2027.	At the end of 2023, we four of seven management teams were gender-balanced.
All Boards of Directors where AMF participates in the Nomination Committee are to be gender-balanced.	Of the 42 companies where we are represented in the Nomination Committee, 32 have a gender-balanced Board of Directors.

AMF and the UN's Sustainable Development Goals – Agenda 2030

We are to contribute to sustainable social development in line with the UN's 17 Sustainable Development Goals (SDGs), which are to be achieved globally by 2030. Our sustainability work primarily contributes to **Goal 5: Gender Equality**, **Goal 8: Decent work and economic growth** and **Goal 13: Climate action**. Through our sustainability work in our investment activities, we also contribute to other goals via our advocacy work or direct investments. For example, the activities of AMF Fastigheter contribute to **Goal 11: Sustainable Cities and Communities**.

Sustainability in asset and fund management

As an investor and an owner, AMF has both a responsibility and an opportunity to contribute to the transition of our society. Fundamentally, the decision about which companies we choose to invest in, and the way in which we influence the companies we own, is based on our goal of long-term value generation. From this perspective, companies that work consciously with sustainability issues are a good fit, as are companies that are prepared to transition, of course, companies that offer solutions to the challenges facing society today. As an owner, we encourage companies to adapt their operations and we support them in this endeavour.



WE INFLUENCE:

As investors and shareholders, we have the opportunity to influence both companies and industries to adopt a more sustainable direction.

We are the fourth-largest active owner on the Stockholm Stock Exchange, and we are a major owner of unlisted companies and alternative assets. Our ownership share varies, from being the sole owner with an appreciable opportunity to influence, to having only limited influence, as is the case in our minor foreign holdings.

We maintain direct dialogue – Together, AMF and AMF Fonder are major owners in many Swedish companies. As such we participate in Nomination Committees in 42 (42) listed Swedish companies. AMF is also a full or partial owner of – and partner in – a number of unlisted companies, which puts us in a position to influence the business through our ownership. We often have a close dialogue with both Boards and management teams, and we work with ownership issues which, in many cases, are linked to aspects of sustainability. In this way, we communicate our expectations regarding the companies' development and sustainability work on an ongoing basis and can support them in this context. Our portfolio companies are also increasingly initiating their own dialogues, in order to ensure that the work they do is in line with what we as long-term owners want to see. In 2023, AMF participated in nine stakeholder dialogues of this kind with portfolio companies. During the year, we continued to focus our sustainability work on adaptation to the climate transition, gender equality on Boards and in management teams, as well as decent working conditions and human rights.

We vote – We vote at all shareholders' meetings connected to the Swedish holdings in our traditional insurance, as well as at a selection of shareholder meetings' connected to the Swedish holdings in our own funds. This involved a total of 96 shareholders' meetings and five extra meetings during the year. We also vote, by proxy, at the shareholders' meetings connected to our non-Swedish holdings. In 2022/2023 AMF voted according to

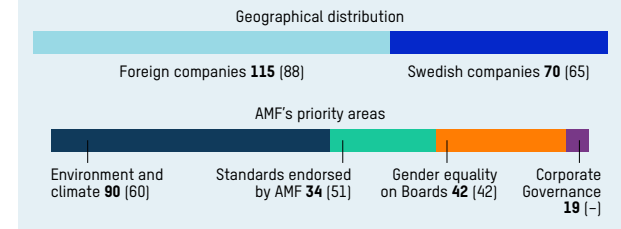
a policy which, in addition to focusing on general governance issues, also took into account principles of sustainable business and international standards and conventions on, for example, workers' rights that AMF endorses. In our voting guidelines, AMF also has an overall climate focus in line with our climate policy and targets, which guides how we vote. For example, through our proxy voting in 15 companies in the traditional portfolio, we chose to vote against the management, citing our stated climate-related agenda items. In 2023, we voted at 417 foreign shareholders' meetings connected to the holdings in our traditional insurance. In the case of the foreign holdings in our own funds, we voted at 123 shareholders' meetings in 2023.

We work with other investors – In companies where we have less influence - in our foreign equity portfolios, for example - we work with other investors, often through different initiatives and organisations. We participate in a number of sector partnerships whose aim is to encourage companies to improve their work in the field of sustainability because we believe that, together, we can make a bigger difference.

- The Net Zero Asset Owner Alliance, in which more than 80 asset owners have committed to net zero emissions by 2050 and to developing methods and objectives for achieving this. AMF participated in working groups on policy development and advocacy activities. Over the past year, we completed the final stage of a research-based series of talks centred on sustainability, the transition of the business community, and how the financial sector can best contribute, which we launched jointly with several other Swedish members. The group consists of 20 representatives from selected societal functions. The objectives of the series were to disseminate our shared knowledge around the status of research, to boost insight into each other's toolboxes, and to identify strong ways of working together going forward.
- Climate Action 100+, an association of over 700 investors worldwide that focuses on influencing the world's largest emitters of greenhouse gases to take the necessary steps to transition and to reduce their climate footprint.

- In the context of shared investor initiatives, we have supported external advocacy on the issue of child labour in cocoa production (the initiative was concluded in 2023) and work under slave-like conditions (modern slavery). We are involved in the advocacy initiative Human Rights Accelerator, which focuses on enterprises and human rights in specific sectors, and we have also participated in the Investors Policy Dialogue on Deforestation Initiative (IPDD).
- We are a member of the Swedish Investors for Sustainable Development, a network of Swedish investors and asset managers focusing on the exchange of experience and learning with regard to investments and the UN's Sustainable Development Goals (Agenda 2030).
- We are also involved in the Sustainable Value Creation Network, which brings together the 17 largest institutional owners on the Stockholm Stock Exchange. The focus of this network has been on the businesses' follow-up on, handling and reporting of Scope 3 emissions (indirect climate emissions), the importance of securing human rights and slowing down the loss of biodiversity.

AMF's advocacy dialogues in 2023, 185 (153)



The sustainability work in our traditional insurance and the majority of our own funds promotes a number of sustainability-related issues, based on the terms and conditions of the product:

- Transition to lower carbon emissions, page 17.
- Sustainability focus at the companies in which we invest, page 16.
- Gender-balanced Boards of Directors where AMF participates in the nomination committees, page 27.

Sustainability in asset and fund management, cont.



WE OPT IN

We engage in active management, meaning that we ourselves select the companies

and securities to invest in on the basis of our judgement as to expected returns and risk. We invest in companies that take a focused approach to working with sustainability because we believe these companies have greater potential for high long-term returns at lower risk.

We sometimes also invest in companies that have not yet developed a sustainability policy, but only if we consider that the company in question has a clear strategy for improvement. We follow up on holdings in such companies at least annually to check that the level of sustainability is improving at the pace we desire. This is an important part of our work where, as a long-term investor, we can contribute to transition and change.

Through our work of selecting companies with a conscious sustainability focus, the level of sustainability in our shareholdings and corporate bonds is generally higher than in an average portfolio. On average, our funds score 3.8 sustainability globes out of a possible 5 in the Morningstar rating system.



WE OPT OUT

AMF has a policy of investing responsibly which, *inter alia*, entails not investing in certain

types of business – either on account of our fundamental values or because it involves too great a risk. These fundamental criteria apply to all investments in our traditional insurance and in our own funds.

- We do not invest in companies found to be in breach of fundamental principles of sustainable enterprise, such as human rights, labour law, the environment and anti-corruption, based on the principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.
- We do not invest in companies involved in the manufacture or distribution of controversial weapons (anti-personnel mines, cluster munitions, chemical, biological and nuclear weapons).
- Nor do we invest in companies where the extraction of thermal coal represents more than five per cent of sales.
- We take a restrictive approach with regard to investments in companies in industries with a high climate impact. In such industries, for example the energy sector, we seek to invest in companies with less of a carbon footprint than others, provided that they otherwise operate a focused sustainability policy.
- Moreover, AMF Fonder has specific exclusion criteria for its funds as regards tobacco, pornography and commercial gaming activities (gambling). AMF Fonder also applies a number of fund-specific exclusion criteria. For example, four funds are fossil-free. For additional information, see the funds' annual reports for 2023.

With regard to listed equities and corporate bonds, we check our sustainability limits daily. Every quarter, we conduct an internal review and compilation of all investments to ensure that the companies are in compliance with the standards and principles that AMF endorses. A corresponding examination is performed twice a year via an external party. If a portfolio company has been found to be acting in breach of these standards and principles, we contact the company to establish the details of their action plan and to communicate our expectations with regard to their work. AMF always performs an individual holistic assessment of a company found to be in breach of the principles, drawing on information from a variety of sources. If we do not consider the action plan to be satisfactory, or if we are of the opinion that we cannot influence the company in the right direction, either solely or in partnership with other investments, then we discontinue the holding in an orderly manner. In 2023, we identified 0 (0) holdings that were in breach of international standards.

In the traditional portfolio, all listed equities and corporate bonds – which at the turn of the year bonds accounted for almost 53 per cent of the traditional portfolio – are subject to the controls described above. In the equity funds, where listed equities account for 100 per cent of the investments, we check all investments without exception. This likewise applies to 100 per cent of the corporate bonds in our fixed-income funds and mixed funds. In the traditional portfolio, we make substantial investments in unlisted companies – in real estate, forests and wind power, for example. In these investments, we follow up on operations at least once a year to ensure they are being conducted in line with our criteria.

Pensions and sustainability

A great many people work hard every day to reduce their climate footprint. One sustainability initiative that makes a difference is to save up for your pension in a way that supports a sustainable transition. Suzanna Eckerhall, Sustainability Officer, explains:



What does sustainability mean to AMF?

"We want the companies we invest in to generate high returns for our customers, and to act in a responsible manner. The way in which companies deal with sustainability issues largely defines how competitive they can be over time. In this way, sustainability is clearly linked to our task of making our customers' pension savings grow."

How can AMF make a difference?

"A pension saver's money is often invested for many years – years that are crucial to the level of pension the saver ultimately receives, and to the companies in which the pension savings are invested. We invest our customers' savings in companies that work consciously with sustainability issues and are prepared to transition in the interests of sustainability, and, of course, companies that offer solutions to the challenges facing society today. As major owners, we actively support these companies in their sustainability initiatives. In this way, we can ensure that our customers' money grows at the same time as contributing to long-term sustainable development in society."

Why is that important?

"Fundamentally, it has to do with the fact that we believe that a company which works actively with sustainability is better placed to generate high returns in the long term. As a major owner and investor, AMF has both an opportunity and a responsibility to contribute to a sustainable transition. Which companies we choose to invest in, how we influence the companies we own, and how we act as a company all play a major role. It is an important and big responsibility."

Climate: Towards net zero emissions in 2050

Climate issues are highly prioritised at AMF. We support the Paris Agreement and we are committed to achieving net zero carbon emissions in our investment portfolio by 2050. As a part of this commitment, we apply a carbon budget and we strive actively and systematically to ensure that our portfolio companies work strategically with these issues.

In order to achieve the goals set out in the Paris Agreement, the entire business community needs to transition, with all sectors adapting to new conditions. At the same time, innovations and new technologies have to be developed that will facilitate the transition of the business community. As long-term investors, we have a key role to play in powering change in companies in which we invest. Our long-term approach, combined with our financial strength, puts us in a position to support companies in their transition trajectory. In order to be able to do this, we need to see that the companies have a credible transition plan and that they are implementing tangible changes in both the long and the short term.

Short-term targets show the way

The climate issue is a key part of our sustainability policy. In 2020, we established clear climate targets for our traditional

insurance products. These targets follow the structure set out in the framework of the Net Zero Asset Owner Alliance, which was prepared precisely to ensure that emission reductions in the portfolio are achieved at the rate required to ensure we are aligned with the goals of the Paris Agreement. At the same time, we have adapted the wording of the targets on the basis of what we consider to be best for our savers, as well as for our conditions with regard to making an effective contribution to the transition. AMF has a carbon budget intended to clarify how we are to reach our long-term goal of net zero emissions in 2050. The carbon budget is a tool that enables us both to measure and to govern the portfolio such that the total emissions in our holdings actually decrease over time at the pace required. The budget allows our asset management to act within a range of values and to invest in companies that are good at adapting their operations, as well as in enterprises that deliver solutions to climate challenges in the form of renewable energy or new innovations. This freedom to act is important to our capacity to help drive the transition of the business community. With this model, our carbon emissions in the portfolio may vary over time, but must always align with our long-term ambition and remain within the room for manoeuvre allowed by the budget. While total emissions did increase over the past year, they remain well below the budget figures. The increase is attributable to the fact that the share of equities in the portfolio has risen, as has coverage of corporate bonds. Increased coverage is positive as it means that our analyses cover a larger share of our total investments. For equities, the carbon intensity – which is a measurement that is independent of the size of our equity investments – shows a marginal decline.

Reduction in emissions at our portfolio companies

Our primary intention is to achieve the goal of net zero emissions by ensuring that the companies in which we invest reduce their emissions over time. We therefore have clear expectations that the average rate of reduction of carbon emissions from all companies we invest is to reach 25 per cent in the run-up

AMF'S CLIMATE GOALS

We control our operations via a climate budget and structured advocacy work.

- We have a carbon budget intended to decrease by 25 per cent between 2019 and 2025, i.e. at a pace that aligns with the Paris Agreement. The objective is to ensure progress towards net zero emissions by 2050.
- We are to have a structured advocacy policy for the 20 companies with the highest carbon emissions in our portfolio. The aim of this advocacy work is to reduce the climate footprint of the companies in line with the intentions behind the Paris Agreement. Our advocacy work extends beyond these companies, but the aim of this goal is to ensure that these 20 meet their target.

We have clear expectations of the companies we invest in.

- Our aim is for all companies in which we have major influence to report their climate footprint and set climate goals in line with the intentions behind the Paris Agreement. This includes companies where we are participants in the work of the Nomination Committee, as well as our direct investments in real estate and infrastructure companies.
- Our aim is for carbon emissions from all our portfolio companies to show an average rate of reduction equivalent to 25 per cent or more from 2019 to 2025, as one aspect of the goal of to achieve net zero emissions by 2050.

CLIMATE A KEY ASPECT OF OUR SUSTAINABILITY POLICY

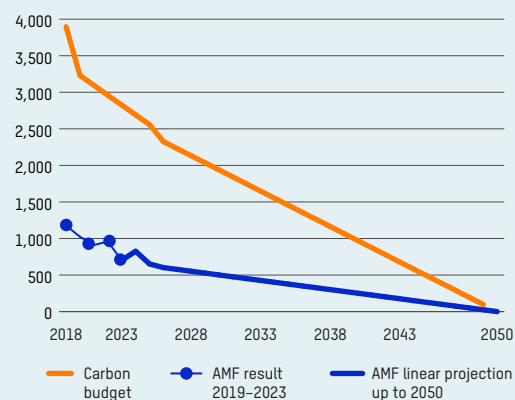
Our climate goals are underpinned by our sustainability policy.

- We take the climate aspect into account in our investment decisions, not only to understand our impact on the climate, but also to determine how the climate transition affects our investments.
- Our aim is to invest for real change, not simply to achieve short-term effects in our portfolio.
- We will seek to invest in companies that actively contribute to the transition of society to lower carbon emissions.
- We are selective in sectors with high emissions. If we do invest in these sectors, the companies we select must show a low climate footprint relative to others in the same industry.
- We are to avoid investments in companies where the mining of thermal coal accounts for more than five per cent of the company's sales.

Carbon budget

[25% reduction up to 2025, followed by adjustment until 2050]

Carbon emissions, Thousands of tonnes



Climate: Towards net zero emissions by 2050, cont.

to 2025. The carbon intensity in our listed equities, expressed as emissions in relation to the companies' sales, has fallen by almost 50 per cent since 2019.

One of our stated goals is to operate structured advocacy work for the 20 companies that are responsible for the highest absolute carbon emissions in our portfolio, because we are committed to encouraging them to reduce their climate footprint in line with the Paris Agreement. These 20 companies account for approximately 70 per cent of the total emissions in the portfolio. Over the past year, we have carried out advocacy work of this kind at 19 of the 20 companies, as we sold our holding in one company before the dialogue could be held. In addition, we have participated in climate dialogues with the largest emitters in our funds, which means we have held an additional three dialogues. We are also working to encourage those companies in which we have a major influence to set climate goals in line with the Paris Agreement, and to report their climate footprint. This includes companies where we participate in the work of the Nomination Committee, as well as our direct investments in real estate and infrastructure companies. As many as 44 of the 54 companies in which we have significant influence have set climate targets in line with the Paris Agreement, and 48 of them report their climate footprint (Scope 1 and 2 emissions).

Methods in development

Our carbon budget and our targets are based on the calculation methods and the data that are available today. Our ambition is for all emissions from companies and businesses we invest in to be included in the carbon budget. At present, however, we can only follow up on what are known as "direct emissions" (Scope 1 and Scope 2) for listed equities, listed corporate bonds and directly owned real estate. In total, absolute emissions from these asset classes amounted to 826,000 tonnes. For details, see page 35 (Table H1). The long-term ambition of net zero emissions in 2050 assumes that we have access to better and more data, and that calculation methods are developed that apply to all areas of our industry. We are participating in the ongoing method development work, with the objective of being able to develop and improve our carbon budget. Companies' reporting of emissions is also improving, which will enhance our opportunities to measure emissions in our portfolio.

CLEAR EXPECTATIONS:

Our aim is that the average rate of reduction of carbon emissions from all companies we invest in should be:

25 % by 2025



Climate dialogues – a crucial tool in climate work

Jens Schlyter, Sustainability Manager at AMF Asset Management, talks about the dialogues and why we conduct them.

Why does AMF conduct climate dialogues?

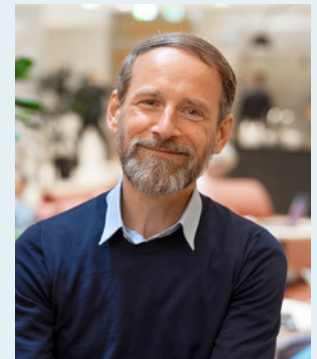
"We want to invest in companies that work actively to adapt their operations to a low-carbon-emission economy, and we encourage our portfolio companies to take steps to ensure their operations are in line with the commitment to limit global warming set out in the Paris Agreement. We are convinced that companies that transition proactively will be better able to operate profitably and thus to generate high returns in the long term. The dialogues are one way for us as owners to track and assess the companies' climate work. This not only gives us the opportunity to present our expectations to them, but also allows them to update us on how their work with climate issues is progressing. This, in turn, lays the foundations for how we prioritise our work as owners, where we are in a position both to make demands and to contribute when we see the need. We believe that this work benefits the companies, society and – by way of extension – our customers through higher returns."

What form do the dialogues take?

"In most cases, one of the asset managers and I meet appropriate people from the companies and discuss their climate work from a short and a longer perspective. During these conversations, we express our expectations for science-based climate goals, climate risk assessments and emissions reporting, for example. The conversations provide us with a deeper understanding of the opportunities and challenges facing our portfolio companies in the context of the climate. In addition to the climate dialogues, we actively pursue climate issues at general meetings, in nomination committee work and with individual companies, where we consider this relevant."

Which companies does AMF meet?

"This year, we'll be meeting 20 or so companies. Generally speaking, we meet companies where we are major owners and often participate in these companies' nomination committees. Most of the companies are listed on the Stockholm Stock Exchange. We also hold dialogues with foreign portfolio companies, primarily through different working relationships that bring together multiple investors. We also conduct some dialogues of our own."



Climate: Reporting climate risks

Through our climate focus, we manage the financial risks that may result from climate change and the transition, and we report on the basis of the TCFD (Task Force on Climate-related Financial Disclosure) recommendations.

In order to meet our undertaking to our savers to generate high, long-term returns, we need to be skilled at identifying, measuring and dealing with the financial risks that our investments entail. Work in this area encompasses climate risks, i.e. the financial risks that climate change – and the transition – may lead to. Our starting point here is an analysis of how traditional insurance as a whole is managed, although climate risks naturally also play a part in individual investment decisions and assessments of how well-placed specific companies are with regard to handling the risks that stem from climate developments and the transition.

The climate report in this section is based on the structure in the TCFD recommendations, and serves as a supplement to the risk section on page 49 of the Annual Report.

Two categories of climate risk

Transition risk: risks stemming from the transition of society towards lower carbon emissions. Such a transition may, for example, involve stricter environmental legislation, new technology that displaces conventional, environmentally damaging technology or customers demanding – and switching to – more climate-conscious choices.

Physical risk: risks that can arise from changes in the climate and climate-related events such as floods, drought or extreme heat. This may, for example, result in lower asset values, as well as a reduction in access to necessary resources for companies when production and transport chains are disrupted.

Governance

AMF's Board of Directors is ultimately responsible for compliance with and assessment of our risks, including climate risks. Within the scope of the annual risk assessment (ORSA – Own Risk and Solvency Assessment), the Board evaluates and assesses the impact of climate risks on our ability to generate high returns. The Board's risk assessment is embedded in management processes and other key functions within AMF. We follow-up on the risk assessment and prepare recommended measures for the risks that are deemed to have a significant negative impact on our capacity to generate high returns. The asset management is responsible for taking climate risks into account in investments, on the basis of risk assessment, proposed measures and AMF's appetite for risk. It also is responsible for integrating climate risks and opportunities in our investment decisions, and for ensuring that any negative climate consequences of investment decisions are taken into account. The integration of these issues is described in more detail in the section entitled "Climate Risk Assessment" on page 21. Both the Board and the management receive quarterly reports on the the work and outcome in relation to our climate-related goals.

The remuneration policy also states that in the remuneration system, AMF shall take into account sustainability risks, including climate risks, on the basis of how these risks are dealt with in the risk management system.

AMF's governance of the sustainability work is described in more detail on page 28.

Strategy

Our long-term goal for the work on climate issues is to ensure that all aspects of AMF's operations, including the investment activities, are in line with the Paris Agreement. AMF operates a carbon budget that is designed to implement a 25 per cent cut of carbon emissions between 2019 and 2025, and which must not be exceeded. We supplement this carbon budget with

specific targets and activities in the short term. For example, we are working to ensure that all companies in which we have significant influence report their climate footprint, and that they also set climate targets in line with the objectives of the Paris Agreement. We apply structured advocacy to the 20 companies in our portfolio with the highest emissions, with the goal of encouraging them to reduce their climate footprint in line the Paris Agreement. These companies account for approximately 70 per cent of the total emissions in the portfolio. We are likewise continuing to focus on climate issues in our ownership work, with the objective of ensuring that the companies maintain sufficient strategic focus on climate issues, and that they are transparent about how they work with same.

We are working continuously to develop our capacity to evaluate climate risks in the investment portfolio and to improve our understanding of how the portfolio companies and the investment portfolio are affected by the climate transition, and how we, as owners, can support the companies in their work.

Risk management

Our risk management focuses on dealing with the risk of changes in the value of our investments resulting from climate risks. We do this to a large extent by working to ensure that the companies themselves integrate climate risks in their risk management programmes, and that they take a structured approach to identifying and – where necessary – dealing with the short- and long-term challenges that climate developments and the transition entail for their operations. Our climate policy specifically clarifies how we handle transition risks. We also follow up on the climate footprint in our investment portfolio activities at least twice a year.

Over the past year, we have used our dialogues with companies to communicate our expectations regarding how they are to work with the analysis, management and reporting of climate risks. We carry out advocacy work in several ways. In those companies

Climate: Reporting climate risks, cont.

where we are major owners, we conduct ongoing dialogues with the Boards of Directors and management teams to put forward our expectations. For example, we request that these companies implement and report climate risk assessments along with other reporting related to sustainability and climate issues. We have also continued to share experience with companies and other investors with the emphasis on climate work and sustainability, particularly in the forum for large Swedish institutional real estate investors that was established on the initiative of AMF. In companies where our ownership interest is lower, we manage these risks via our processes for opting in, opting out and influencing, see page 16. In these companies, we work with other investors in order to influence them to transition their operations in line with the aims of the Paris Agreement.

Metrics and targets

Our climate targets are set out on page 17. We measure and report the outcome on an annual basis. We report carbon

emissions for listed equities, listed corporate bonds and properties in Notes H1 and H2, pages 35–36. Since 2020, we apply Insurance Sweden's sector standard for reporting the carbon footprint in the traditional insurance area of our business. This standard is in line with corresponding standard from the Swedish Investment Fund Association.

Traditional insurance

An analysis of carbon emissions from our traditional insurance activities reveals that the absolute carbon emissions actually increased in comparison with 2022. Emissions in the portfolio remain well below the target figures stated in our carbon budget. The increase is largely attributable to the fact that the share of equities in the portfolio has risen, as has coverage of corporate bonds.

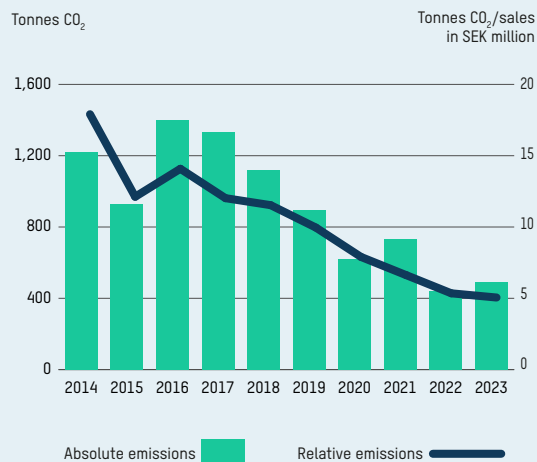
Another measure for carbon footprint is the carbon intensity, i.e. carbon emissions in relation to sales by the companies. The carbon intensities in listed equities and properties were 4.5

and 3.5 tonnes of CO₂e, respectively, per SEK million in sales. Our calculations show that the intensities decreased somewhat compared to the previous year, and that the footprint from the equities section is significantly lower than the corresponding market index.

Funds

AMF Fonder does not report in line with TCFD recommendations for its funds, but principally manages climate risks via the goal of ensuring that the carbon intensity for all funds is lower than the corresponding broad market index, as well as through the methods of opting in, opting out and influencing. In 2023, the absolute emissions from the funds' holdings of listed equities and corporate bonds decreased slightly. The carbon intensity decreased for half of the funds and increased for the other half; once again in 2023, it remained lower than the funds' benchmark index.

Carbon emissions, shareholdings in traditional insurance



Assessment of climate risks

Our investments are exposed to both transition risks and physical risks. Thanks to AMF's portfolio composition and solid solvency, we are of the opinion that we are well-placed to deliver on our mission, even if climate-related risks should materialise.

Transition risk

AMF operates a climate policy that forms the basis for how we integrate climate perspectives into asset management. Our climate policy is intended both to deal with climate-related risks that may have a negative effect on the long-term returns, and to avoid investments that have a significant negative impact on the climate. Briefly put, AMF's climate policy entails us striving to invest in companies that actively contribute to the transition of society to lower carbon emissions. AMF wants the companies we invest in to have both the capacity and the ambition to take a structured approach to tackling climate challenges. We take a restrictive approach when it comes to investing in sectors with a high carbon footprint (energy, utilities and basic materials), and if we do invest in these sectors, we strive to invest in companies with a low footprint compared to peers in the sector. In addition, we take into account climate aspects and the carbon footprint of our investments, not only to understand our impact on the climate, but also to understand the impact of the climate transition on our investments. Moreover, AMF does not invest in companies where the mining of thermal coal accounts for more than five per cent of the company's sales. How AMF's portfolio companies are exposed to – and deal with – the societal transition to net zero emissions is likewise a prioritised owners' issue that is clearly connected to the capacity of the companies to generate long-term value creation.

In recent years, AMF has completed an analysis of the extent to which the traditional insurance asset portfolio is in line with various climate scenarios, including some based on the climate goals set out in the Paris agreement. The analysis was conducted using the PACTA (Paris Agreement Capital Transition Assessment) tool, which measures how large a share of the portfolio is invested in businesses that emit large volumes of carbon dioxide – known as “climate-relevant sectors”. It is calculated that these sectors account for around 75 per cent of total global emissions from companies. On the basis of this assumption and information available from

these businesses regarding how their emissions are likely to change over a five-year period, the PACTA tool provides an estimate of the alignment of the investments with various climate scenarios at the end of the period.

AMF has included additional sectors in this year's analysis compared to previous years. As of the end of December 2023, the tool indicated that thirteen per cent of the equities and six per cent of the fixed income securities that the tool was able to match constituted investments in climate-relevant sectors. In total, these investments account for almost six per cent of AMF's total investment portfolio. Alternative assets and unlisted equities are not included in the analysis. The findings show that AMF's holdings in several of the sectors need to reduce their forecast future emissions to bring them in line with the level required to meet the goals of the Paris Agreement. This highlights the importance of AMF continuing to pursue a programme of active advocacy to encourage companies to adapt their operations.

AMF participated in the EIOPA climate stress test in 2022. The EIOPA scenario is built on a materialisation of transition risk through what is known as a “disorderly transition”. The test describes the disorderly transition as an effect of a lack of political solutions to reduce emissions in the immediate future, whereby a situation arises in which carbon emissions have to be cut drastically and quickly. This results in a significant increase in the price of emissions over the coming ten years, which, in the test, has a direct impact on the balance sheet but which in practice would correspond to the development on the financial markets during the first three years after the price of emissions was increased. The result of the exercise indicates that in such a situation, AMF would experience a major effect on returns, in that the traditional insurance asset portfolio would fall in value by slightly more than ten per cent, but AMF's solvency would remain solid. No corresponding stress tests were performed by the supervisory authorities in 2023.

Physical climate risks

Over the course of 2021, AMF applied an analysis method designed to estimate how large a proportion of the assets are particularly vulnerable to physical risks. This work contributed to a better understanding of the area; at the same time, however, we had to concede that the method cannot produce an accurate picture of the risks. One key reason for this is that the method is based on the physical risks that exist in the region in which a company has its head office or primary seat of operations. This means that the risks to companies that do business in different parts of the world, where the level of physical risk can differ, are not correctly captured. A good deal of work is being done to develop methods that allow more precise evaluation of the physical risks that stem from climate change. AMF has initiated a project to evaluate methods, with the objective of refining our analyses of physical climate risks in the investment portfolio over the coming years.

Summary assessment

Our work to assess climate risk entails us gaining a better understanding of how our portfolio is placed in relation to the goals set out in the Paris Agreement, and of which parts of the portfolio are at risk of becoming more vulnerable to different types of climate risk. In contrast, we cannot currently quantify the risks related to different holdings. There may therefore be a risk of unexpected financial impact on certain, individual holdings. Nevertheless, we consider our risk management regarding climate risks – in combination with AMF's composition of investment assets and strong solvency – to put us in a good position to deliver on our mission, even if climate-related risks should materialise to a greater extent than expected. Against that background, our conclusion is that the risk of us not delivering on our commitments to savers, as a result of climate-related events, is at an acceptable level.

Climate: AMF Fastigheter's environmental initiatives

AMF Fastigheter, our wholly owned subsidiary, is one of the largest property companies in Sweden and operates a solid sustainability programme that encompasses climate-related, environmental and social issues. By promoting sustainable behaviour both inside and outside the properties, AMF Fastigheter aims to assist cities in developing in a way that does not have a negative impact on the climate, and which also allows a more sustainable lifestyle in the different neighbourhoods. In the context of the climate, AMF Fastigheter works on the basis of established science-based climate goals, approved in accordance with Science Based Targets.

Sustainable locations

AMF Fastigheter's vision is to create sustainable locations where people want to spend time. A key aspect in this regard is to look beyond individual properties and to develop entire neighbourhoods that enhance the city as a whole. Teaming up with retailers, restaurateurs, tenants, the city authorities and other partners, AMF Fastigheter aims to create sustainable properties and urban areas for both the current and future generations. In this context, environmental sustainability, a sense of security and social sustainability all have important roles to play.

A property impacts the environment throughout its lifecycle. Initially during construction, then in management and operation, thirdly during conversion and finally if it is demolished.

AMF Fastigheter's climate goals

In 2019, AMF Fastigheter ratified the Science Based Targets initiative (SBTi) and undertook to prepare science-based climate targets. A key part of the work had to do with mapping and following up on emissions in every phase of the value chain, and then formulating the climate targets necessary to guide its operations going forward. The ultimate goal involves AMF Fastigheter undertaking, in the run-up to 2030, to reduce its absolute emissions of greenhouse gases under Scope 1 and Scope 2 by 100 per cent, and to cut Scope 3 emissions by 67 per cent per square metre, based on 2020 levels. For AMF Fastigheter, Scope 1 relates to sources including emissions from own service vehicles and coolants, while Scope 2 refers to purchased energy and Scope 3 comprises business travel, purchases and property development. These goals have been approved by SBTi, and AMF Fastigheter has since been working with the measures necessary to achieve them.

During the year, AMF Fastigheter has continued to work on developing tools and methodology to help reduce the climate

impact from construction projects. The goal this year was to cut the carbon footprint per square metre (BTA area) by 15 per cent in relation to 2022. The result achieved was an 8 per cent reduction. One reason why AMF Fastigheter did not reach its goal for 2023 is that the methodology that has been developed for measuring the climate impact of construction projects has not yet been fully integrated into the business. The target for 2024 is to reduce the carbon footprint per square metre by 15 per cent compared to 2023.

The EU taxonomy is a classification system with common criteria for what can be considered environmentally sustainable business activities. The taxonomy is designed to assist investors in identifying environmentally sustainable investments. AMF Fastigheter has had the stated aim of ensuring that 67 per cent of its property holdings are to be taxonomy-aligned and thus fulfil the requirements set out in the EU taxonomy, based on the Swedish Property Federation's threshold values from 2022. For 2023, 69 per cent of the holdings were taxonomy-aligned. AMF Fastigheter's goal for 2024 is that 71 per cent of the property holdings are to fulfil the requirements.

Environmentally certified properties

By environmentally certifying properties, AMF Fastigheter makes it easier to ensure that the properties really are as

AMF Fastigheter's work on climate risks

Over the course of 2022, AMF Fastigheter analysed the physical climate risks regarding its property holdings. On the basis of this analysis, action plans have been developed and measures are being implemented to guard the property holdings, operations and tenants against the consequences of climate change.



Climate: AMF Fastigheter's environmental initiatives, **cont.**

sustainable as we want them to be. Such certification also functions as a means of governance and contributes to ensuring that sustainability is prioritised throughout the process when AMF Fastigheter builds, renovates and administrates the properties. An environmental certification is tangible proof that the building is energy-efficient, that the construction materials are sustainable, and that the people who live or work in the building can enjoy a pleasant indoor climate in both summer and winter. In other words, a sustainable building is good not only for the climate and environment, but also for the people who actually use it.

All but one of the properties managed by AMF Fastigheter are environmentally certified. The non-certified building is currently undergoing a comprehensive construction project and is expected to be certified over the course of 2024.

Fossil-free energy

The AMF Group mainly uses electricity, heating and cooling from fossil-free energy sources to the extent of 99.1 per cent of total energy consumption. Only a minor share of the district heating is produced from fossil energy, and according to the suppliers, this will be phased out over the next few years. The suppliers climate-offset the emissions produced. Total carbon emissions decreased during the year, largely as a result of the supplier using a lower proportion of fossil energy and an overall decrease in the use of district heating.

The AMF Group only buys renewable wind power electricity bearing the Good Environmental Choice label, and AMF Fastigheter has currently installed solar PV panels on 18 properties, generating a total of 800 MWh. This is equivalent to the energy consumption of 44 detached houses. These solar PV panels are adapted to the electricity consumed in each property, such that only negligible amounts of electricity are sold to the grid.

Energy consumption

AMF Fastigheter has been working systematically to improve the efficiency of its energy consumption for many years. AMF Fastigheter has entered into a working relationship with Vattenfall on frequency regulation, which enables electricity consum-

ers to contribute to the stability of the power grid by periodically reducing their own electricity consumption. Tests are currently under way to connect AMF Fastigheter to what is known as the FCR market, which will contribute to establishing a more stable power grid and promote the use of fossil-free electricity in Sweden.

The energy goal up to and including 2025 is to cut energy consumption by 14 per cent, from 80 kWh/m² in 2022 to 69 kWh/m² in 2025.

Total energy consumption in 2023 amounted to 75 (80) kWh/m², which translates into a 6 per cent reduction compared with 2022.

In all, AMF Fastigheter has reduced energy consumption by 57 per cent over the past 15 years, from 173 kWh/m² in 2008 to 75 kWh/m² 2023.

Consumption of materials

In new builds, redevelopments and extensions, AMF Fastigheter seeks as far as possible to use materials that are accepted in the *Byggarubedömningen* system, an established system for the environmental assessment of building materials. AMF Fastigheter is also working to promote increased recycling and to achieve more widespread reuse of building materials rather than simply demolishing glass partitions, walls, fixtures and fittings when a new tenant takes up occupancy, for example. The work to develop the methodology for circularity in building projects continued in 2023. AMF Fastigheter is also a participant in the Climate Arena working group for the reuse market. The group brings together players from all areas of the value chain with a view to boosting the market for reusing construction materials.

Waste management

In AMF Fastigheter's operations, waste is principally generated during construction projects and in the course of property management. In construction projects, AMF Fastigheter requires construction and demolition waste to be sorted and dealt with according to an approved waste management plan, and requests reports on waste volumes. Construction and demolition waste is to be sorted and processed in accordance with guidelines from

the Swedish Construction Federation. Total waste from construction projects completed during the year amounted to 653 (2,709) tonnes. The principal reason for the sharp drop is that 2022 was an extraordinary year, featuring completion of two major projects. The result for the year can better be compared with 2021, when a total of 431 tonnes of waste was generated. It is likely that the high level of reuse that became an important element of AMF Fastigheter's projects in 2023 also helped reduce the volume of waste. As it is rarely reported by weight, it is not possible to follow up on how this has affected the figures. However, it is encouraging to note that the volume of hazardous waste is decreasing every year; in 2023 it had been cut to just 3 tonnes, compared to 38 tonnes in 2022 and 19 tonnes in 2021.

The waste that derives from management of the properties and tenants' operations decreased during the year to 5,628 (6,916) tonnes. This appreciable reduction is largely attributable to the work done by AMF Fastigheter to improve the efficiency of the system for processing household waste. A large number of waste containers were "tagged" during 2023. This has made it possible actually to weigh the waste rather than assuming in the calculation that all containers are full on collection, which is rarely the case. Fully 94 (96) per cent of the total volume of waste is reused or recycled in some form, for example as energy or conversion into biogas.

AMF Fastigheter's stated goal for 2024 is that at least 30 per cent of office tenants are to have access to their waste statistics in the online climate portal that has been developed.

Water consumption

AMF Fastigheter measures water consumption at all its properties. In 2023, water consumption fell by 7 per cent in relation to 2022 on account of, for example, renovations, restaurant relocations and a significant fall in water consumption in a number of project properties. The goal we have set for 2024 is to reduce water consumption, excluding restaurants, by 2 per cent in comparison with 2023.

See Notes H6–H10 on page 38 for outcome figures concerning AMF Fastigheter's climate activities.

Climate: Internal environmental and climate initiatives

Optimal use and recycling of products and services translates into lower costs and environmental benefits, given that fewer materials are used. We carry through environmental adaptation of our office on an ongoing basis. This entails working to extend the service life of the office's surface areas, furnishings and equipment, and to encourage climate-smart working in the office.

In the office: We purchase electricity bearing the Good Environmental Choice ecolabel for our own offices, and climate-offset the emissions arising from that part of the district heating that is still based on fossil fuels. Wherever possible, we opt for recyclable materials, we invest in reuse and we purchase second-hand furniture. We follow up on the environmental impact from our purchases every year and then make adjustments in order to lessen this impact – switching to other materials and eco-friendlier products, for example. Suppliers to the office use fossil-free transport solutions. We have *Kranmärkt* (“tap-labelled”) our office, which means that we only serve tap water and avoid disposables as far as possible. There are no waste bins next to our desks; we have installed shared waste collection points instead. We recycle our paper towels, which has helped reduce carbon emissions from the use of paper towels by 40 per cent since 2020. The provider of our cleaning service is Nordic Swan Ecolabelled and uses Pure Water Cleaning (i.e. ionised water) rather than chemicals and cleaning agents. As far as possible, we purchase organic coffee, food and fruit. We reuse our computers, recycling them via our supplier when we no longer need them. We also return our phones so that they can be disposed of in an eco-friendly manner.

We have previously introduced presence-controlled ventilation and lighting in our offices. During conversions and day-to-day maintenance, we endeavour to use materials that are accepted under the *Byggarvedömmingen* (building materials assessment) scheme.

Over the year, we continued our work to increase our understanding of the climate impact of our purchases. We have initiated dialogues about sustainability with selected suppliers, with a view to gaining a better understanding of how they work with the various issues, and to communicating our expectations. We have previously prepared “Sustainability Requirements, IT”, which set out more detailed requirements on energy consumption in data halls. They also require our suppliers to have a process for safe, environmentally correct take-back of IT equipment, including feedback.

AMF is also working actively with health-promoting measures with a view to inspiring more employees to choose an active lifestyle. Teaming up with partners such as AFA Försäkringar we have, for instance, renovated and improved the communal keep-fit facility. We have company bicycles for local business journeys, as well as facilities that make it easier to cycle to and from the office. Today, around 25 per cent of AMF employees commute to work by bike. In order to encourage cycle commuting, and to make everyday life a little easier, we have reduced the number of parking spaces for cars so as to make more room for cycle parking. We have also installed charger points for electric bicycles. Our employees are offered annual bike services. Charging points for electric vehicles have been installed in the AMF garage. AMF does not offer company cars.

Business travel: Carbon emissions from our business travel increased in comparison with the preceding year, which was still showing the effects of the pandemic. Emissions totalled 112 (37) tonnes. Our travel policy stipulates that air travel is to be avoided on routes shorter than 500 km (between Stockholm and Gothenburg, for instance). We climate-offset carbon emissions caused by business travel on an annual basis and in arrears.

Paper consumption: In step with the progressive return to work at the office following the pandemic, our own paper consumption has increased to 8 kg (6) of paper per employee, equivalent to 3.2 tonnes (3.0) in total. This is only a small figure, however, compared to the 32 tonnes (45) of paper we sent out to our customers, in the form of pension statements, welcoming letters and statements of earnings and tax deductions. We are continuously endeavouring to increase the proportion of digital mailshots via Kivra. We will be conducting a feasibility study in 2024 with a view to increasing the share of digital mailshots even further.

See Notes H11–H12 on page 39 for figures on outcomes regarding our in-house environmental work.



Internal commitment to sustainability

Every autumn, AMF organises a special Sustainability Week, whose purpose is to give our employees the opportunity to expand and deepen their knowledge about sustainability, and about how AMF and AMF's portfolio companies work with the issue. All employees were given the opportunity to participate in interesting seminars, and we also arranged specific activities during the week to call attention to how we work with sustainability in different parts of the organisation.

Over the past year, the company sustainability managers have also completed information initiatives about sustainability, while the Board of Directors has been informed regularly about the ongoing work with sustainability.

Business ethics and responsible conduct

At AMF, a high standard in issues of business ethics is essential in retaining trust as default provider. We are to feel secure in the knowledge that we ourselves, our suppliers, partners and portfolio companies live up to our expectations with regard to issues such as human rights, labour law, working conditions, corruption and tax. It is on account of the loyalty we show to our customers that we make high demands on ourselves and our actions.

Business ethics issues in own operations

Our in-house rules on business ethics issues are based on the Swedish Code of Business Conduct and on Insurance Sweden's recommendations for the industry. The rules are available to employees via both the intranet and AMF's website, and they clarify how employees should act when representing AMF or participating in external events, for example. All employees are encouraged to familiarise themselves with the rules when taking up employment, and business ethics is included in introduction training for new employees in the Group. In addition, all working groups are to review and discuss our expectations regarding business ethics at least every two years.

AMF strives to maintain a culture distinguished by transparency, honesty and responsibility which, in turn, contributes to engagement, well-being and confidence. Employees should feel confident in highlighting any issues that are not functioning correctly. In order to be able to detect and deal with irregularities in our operation as quickly as possible, we have established a whistleblower function that employees, consultants and others can use to report suspected incidences of wrongdoing. Reports can be submitted openly or anonymously. A total of 0 (0) reports were received via the whistleblower function in 2023.

Sustainability criteria in purchasing

An important part of our work with business ethics is a requirement on our suppliers to meet basic sustainability requirements. Our major suppliers are obliged to abide by our Code of Conduct, which requires them to commit to the principles of the UN Global

Compact with regard to human rights, labour law, the environment and anti-corruption. Suppliers may ratify our Code as part of the agreement or make their own equivalent commitments, which 100 per cent (100) of our major suppliers have done. We also strive to ensure that all suppliers have collective agreements in place or allow collective bargaining. Where appropriate, we likewise conduct a suitability assessment that includes creditworthiness, any tax liabilities and payment of social security contributions. We monitor compliance with the Supplier Code via available external information. In the event of any suspected deviation, we contact the supplier to clarify any issues before deciding upon further action.

As a supplement to AMF's Code of Conduct, we have prepared a set of "Sustainability Requirements, IT", which applies additional focus to climate issues in the IT sector. For example, we require certain suppliers to have implemented quality and environmental management systems in line with the ISO 9001 and 14001 standards, to have a dedicated sustainability manager, and to submit a public sustainability report, including a climate report. We also make demands on these suppliers' energy consumption in data halls, and require them to have a process for the secure, environmentally correct take-back of IT equipment, including feedback.

Tax

Another important aspect of business ethics is our approach to tax. We base our approach on the following principles, which also form part of our policy on tax:

- Tax management is to be based on our interpretation of what the legislature aimed to achieve with tax legislation, or to comply with established practice in the sector (levels 1–3 on our tax scale).
- We are to be open and transparent about how tax is handled in our operations.

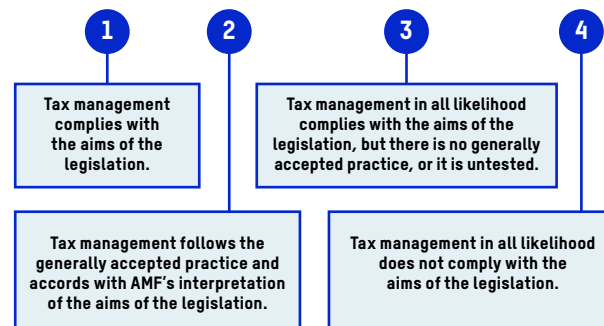
Our assessment is that all tax management in the Parent Company, AMF Fonder and AMF Fastigheter is conducted at level 1 or 2 on the tax scale (left). In 2023, AMF paid a total of SEK 909 million (696) in tax in the Group, primarily capital yield tax in the Parent Company, but also withholding tax and income tax. All capital yield tax and income tax are paid to the Swedish Tax Agency. Coupon tax is paid in the country where the holding is registered. See Note 10 – Tax, on page 80 for additional information about the estimated tax expense for the year.

In our investment activities, we strive to ensure that our portfolio companies maintain a transparent and public tax policy, with appropriate follow-up.

Business ethics issues in our portfolio companies

It is of great importance to us that our portfolio companies comply with the principles of business ethics and act responsibly. According to our own assessment, all portfolio companies meet fundamental sustainability criteria in accordance with the principles of the UN Global Compact. During the year, we continued to develop our methods for integrating social issues into our work.

AMF's tax scale



Purchasing categories

AMF and AMF Fonder's purchases consist primarily of IT and telephony services, research and transactions in asset management, marketing and pension management services.

AMF Fastigheter's purchases consist mostly of consultancy services in construction and management, as well as in energy and heating.

Diversity

Diversity is both an asset and a precondition for our capacity to complete assignments for clients to the best of our ability. As we see it, work to improve diversity and to increase equality has to do with the right to be oneself and with the opportunity to benefit from available skills and experience. This applies in our business and with regard to Boards of Directors and in management teams in the companies where we are major owners.

Diversity and equality in AMF's activities

As an employer, we work to ensure that everyone has the same working conditions, equal rights and opportunities for development in the workplace. We view diversity as an asset and a means of fulfilling our undertaking with regard to our customers and offering a decent workplace for our staff, by making us better able to develop our operations and solve problems on the basis of extra depth of experience and perspective. We strive to ensure that all employees are treated with respect and that our work environment is totally free from discrimination and victimisation. Ensuring employees thrive and have the opportunity to develop constitutes the key to continuing to attract expertise to AMF.

Process to promote diversity

Given that unconscious behaviours can obstruct the achievement of diversity targets, we have introduced goals intended to call attention to shortfalls and to help develop our work with diversity. For example, all recruiting managers are to perform a diversity analysis of the working group before commencing a recruitment process. Our objective in this context is to raise awareness of the composition of the group at present, and to highlight which skills may be lacking. During the year, we carried out an analysis of this kind for all recruitment processes. A key objective of this activity is to improve competence, and we have noted that it has increased attention on potential shortcomings with regard to various diversity factors in a working group. We are also training our managers in recruiting without prejudice.

Age

The age distribution at AMF is concentrated within the age categories 45–59 (46 per cent) and 30–44 (37 per cent). We are committed to increasing the proportion of employees below the age of 30 in order to achieve a good spread of age categories. In 2022/23 we therefore launched three trainee programmes, one within AMF Fonder, one within IT and one within analysis. The trainee programmes are also a way to bring new skills into the organisation and the plan is to launch new programmes every two years.

Even gender distribution

On the whole, AMF maintains an even gender balance, with the exception of the Boards of Directors of its subsidiaries; four out of five members of the Boards of both AMF Fastigheter and AMF Fonder are women. Within our organisation as a whole, we can see that challenges exist at group level, where distortions in gender distribution within different working groups are evident. We have been working since 2015 to reduce the number of gender-unbalanced working groups by engaging candidates of the under-represented gender when recruiting. For 2023, we also set the target of ensuring full gender equality in all our management teams by 2027, and by the end of the year we had established gender equality in four out of seven management teams.

As a part in our ongoing gender equality work, we are participants in *Nyckeltalinstitutet's* Gender Equality Index (JÄMIX), which highlights important aspects of equality in an organisation with regard to working conditions, the working environment and employment conditions. The results indicate that AMF features a high level of gender equality within the organisation and in comparison with the sector as a whole. It also highlights the areas concerning equal working conditions, the

working environment and employment conditions that we can develop. We use these results as the basis for our annual action plan on equal opportunities, which we draw up in consultation with the trade union organisations.

Pay differentials

Every year, we verify that no pay differentials exist within various occupational categories at AMF, where the possibility that such differentials are attributable to gender cannot be ruled out. In 2023 we identified no unjustified pay differentials for either women or men. On the other hand, there are structural wage differentials attributable to the fact that men are generally over-represented in working groups with higher market-level pay, while women are over-represented in working groups with lower market-level pay. On average, women are paid 80 per cent of what men are paid, depending on the occupational category concerned. Overall, the level of these structural pay differentials remained unchanged in comparison with the previous year.

The highest total individual remuneration in 2023 was 11.0 (11.2) times higher than the mean value for other employees. Total remuneration is composed of all cash salary paid during



Diversity, cont.

the year. The percentage increase in salary for the person with the highest remuneration was 1.1 times higher than the mean value for other employees. This information is based on the 2023 annual salary audit.

Governance and other key performance indicators

We base our work on diversity and gender equality on an equal opportunities policy that defines AMF's work on diversity, gender equality, discrimination and victimisation, and which is updated annually. AMF also has an action plan prepared annually and based on salary surveys, employee surveys and dialogues with trade union representatives. In addition to monitoring diversity and gender equality, we also follow up other key performance indicators in the area of HR, such as employee turnover, sick leave and internal employee mobility. We have worked for many years on improving development opportunities for employees, for example by facilitating internal mobility. Our aim is for at least 20 per cent of all positions to be filled by internal applicants. We achieved this goal in 2023, with 21 per cent (21) of all positions being filled by internal applicants. Staff turnover is at nine per cent, which is slightly lower than the level for the previous year.

Diversity and gender equality as part of corporate governance

As a major owner of many Swedish companies, we participate in a number of Nomination Committees – a total of 42 (42) in listed companies in 2023 – which enables us to influence the selection of Board members proposed to the General Meetings in these companies. We consider diversity in the Board of Directors with regard to background, skills and experience to be a precondition for the capacity of the company to remain competitive in the long term. At the end of the day, this also benefits our customers. It is for this reason that we strive to establish Boards that are appropriately composed from the perspectives of background, competence and experience.

One indication of the Board's diversity is the ratio of women to men. We are striving to ensure an even gender balance on the Boards of the companies we own. We define an even gender balance as a distribution of at least 60/40 between the genders. We also consider gender balance in management teams to be

important. While this is, naturally, an issue for the CEO to decide, we make sure to highlight the issue in our dialogue with the companies, especially those demonstrating negative traits. Of the 42 companies where we are represented in the Nomination Committee, 32 have a gender-balanced Board of Directors. On average, the distribution is 59/41 per cent men/women, compared with the average on the Stockholm Stock Exchange of 64/36 per cent.

Employees' opinions of AMF as a workplace

Over the year, with support from the *Great Place To Work* company, we conducted a survey of how our employees view AMF as a workplace from five perspectives: credibility, fairness, respect, pride and camaraderie. The findings indicate the degree of trust as perceived by employees. We score highly and as on this basis we have been certified as a "Great Place To Work", a distinction of which we are justly proud. We are particularly pleased with the excellent result which indicates that a large majority of our employees are proud of what we are achieving at AMF (84 per cent), and that overall, our employees consider AMF to be an excellent workplace (85 per cent). We have high ambitions and work actively to stand out as an attractive employer and to continue to improve. One area in which we have identified room for improvement and which we will be focusing on to a greater extent is that of generating greater clarity in expectations and delegation.

Continued development of the working environment

During the year, we continued the work to adapt our way of working, our offices and our tools to the hybrid working life. We launched various digital initiatives designed to create a sense of community and opportunities for exchange between colleagues, and we have utilised employee surveys and discussions to assess how employees perceive the work situation. Our assessment is that the activity has functioned smoothly, and that at individual level we have become used to – and learned from – working exclusively remotely during the pandemic. We will continue to track and assess which adaptations are needed to ensure a good and efficient work situation for our employees.

See Notes H3–H5 on page 37 for figures on outcomes regarding our internal work on Diversity and Gender Equality.



Governance of sustainability initiatives

Our sustainability work focuses on areas based on stakeholders' expectations and our assessment of which issues are important to AMF. Our key stakeholders are customers, owners and other collective agreement parties, political decision-makers and employees.

In addition to the annual survey featuring questions about sustainability and pensions, for example, targeted at the general public and representatives from the pension industry, we conducted a survey focused specifically on how our stakeholders view issues of sustainability (within their own businesses, at pension companies such as AMF and in relation to investments), intended in particular for sustainability managers or similar at our stakeholders. Over the past year, AMF has also maintained a regular and active dialogue with stakeholders in order to pick up on their expectations.

Overall, the results indicate that our stakeholders accord high priority to sustainability issues, both within their own businesses and when it comes to how pension capital is invested. Among the general public, the conclusion is that sustainability is important to many people, although it is often not the most important issue when it comes to pensions. We can therefore conclude that the trend we have identified in recent years, where the general public views sustainability as an increasingly natural and self-evident aspect of pension administration, continues. At the same time,

it is clear that the general public knows little about how pension companies specifically work with sustainability.

Organisation and governance of sustainability work

AMF's Board of Directors is ultimately responsible for AMF's sustainability work, which is based on the Board's rules on accountability and sustainability. These rules provide the framework for many of our other governing documents, such as investment guidelines, rules on AMF's offering, actuarial guidelines and rules on risk management, which are all subject to approval by the Board. The Board decides on the overarching direction of sustainability work and monitors this quarterly.

In some cases, the Board gives the CEO a mandate to produce more detailed instructions for how the sustainability work is to take place in the organisation. The CEO bears operational responsibility for the sustainability work and is also responsible for ensuring that wholly owned subsidiaries comply with relevant general sustainability goals. AMF has a Group-level Sustainability



Stakeholder group	Expectations of AMF as to sustainability	Dialogues/ Measurements
Customers	<ul style="list-style-type: none"> • Good and secure pension. • Simplicity in dealings with customers. • High level of accountability. • Sustainability in investments is important to many, particularly in the context of the climate and human rights. 	Customer service, customer survey, complaint function, user tests.
Owners and other collective and contractual partners.	<ul style="list-style-type: none"> • Active sustainability work that creates value for savers. • High level of accountability and good business ethics. 	Board meetings, other meetings with owners and partners, requirements in procurement and affiliations, surveys.
Decision makers/ authorities	<ul style="list-style-type: none"> • Expectations primarily for sustainability work in investment activities, especially in connection with sustainability risks and greenwashing. • High level of accountability and good business ethics. 	Reference groups, sector associations, meetings with representatives, surveys, media analysis.
Portfolio companies	<ul style="list-style-type: none"> • Expectations as to how AMF acts as an owner and integrates sustainability into this work • High level of accountability 	Direct dialogues with companies within the framework of ownership work, sustainability survey
Employees	<ul style="list-style-type: none"> • Skills development. • Work to increase diversity and gender equality. • Good working environment in general. 	Employee surveys, performance appraisals, dialogue with trade union representatives, OHAS committee.
Other stakeholders	<ul style="list-style-type: none"> • Mainly regarding sustainable investments. • Transparency and information on sustainability work. 	Meetings with representatives, monitoring external environment.

Governance of sustainability work, **cont.**

Council that advises the CEO on sustainability issues. The council is made up of the CEO, the General Counsel, the business managers, representatives of the wholly owned subsidiaries and employees in the Group responsible for sustainability. The Sustainability Council held four meetings in 2023.

The Group's Sustainability Manager is responsible for supporting, coordinating and serving as the driving force behind AMF's work with sustainability as a whole. The Sustainability Manager has overarching responsibility for collating stakeholders' views on the work with sustainability, and for submitting suggestions on sustainability issues that are significant to the business and therefore included in the business planning. The Sustainability Manager is also responsible for coordinating AMF's implementation of sustainable finance regulations, and for ensuring that AMF employees receive information about and training in issues to do with sustainability.

It is the responsibility of the organisation's managers to implement sustainability initiatives in everyday operations on the basis of stated goals, for example. The CEO is responsible for ensuring that investment activities within the framework of the management assignment are carried out in accordance with AMF's policy for sustainability in such activities. The accounting and controller departments are responsible for reporting and following up on AMF's sustainability work, including its investment activities.

The Compliance and Internal Audit function can decide to control whether sustainability work is being carried out in accordance with laws and regulations, Board decisions and AMF's internal rules.

AMF reports on its sustainability work annually in accordance with GRI Standards and the Swedish Annual Accounts Act. The reports are reviewed by external auditors. AMF submits sustainability information in accordance with the EU Disclosure Regulation.

The Board's rules for handling ethical issues and rules on responsibility and sustainability

Briefly put, the Board's rules for handling ethical issues and rules on responsibility and sustainability, which are available on our website, state that AMF shall observe good business practice, conduct operations with a high level of business ethics and with consideration for people, society and the environment. The rules also imply that our employees shall act responsibly and strive to contribute to a sustainable development in accordance with the UN's Sustainable Development Goals and the aims of the Paris Agreement to limit global warming. The rules likewise stipulate that AMF shall comply with the UN Global Compact's Principles on Human Rights, Labour Law, the Environment and Anti-Corruption, as well as the OECD Guidelines for Multinational Companies and the UN's Principles for Responsible Investment. The Board's rules additionally make it clear that AMF shall adopt the measures necessary to prevent, hinder or counteract damage to people's health and the environment. The rules are reviewed at least once a year. The same applies to the CEO's instructions on sustainability governance, which are based on the Board's rules.

The rules apply to all areas of AMF's business and to everyone who represents AMF. On accepting employment, our employees undertake to comply with these and other rules. Employees receive information about the rules on joining the company and during induction training. Employees are informed on an ongoing basis about sustainability work, for example through staff meetings. The subsidiaries have their own internal rules, with additional regulations and instructions with a bearing on sustainability specific to their particular business.

Working relationship with other operators

AMF is a member of several organisations and associations in the pension and insurance industry. These include Insurance Sweden and the Swedish Investment Fund Association. In the field of sustainable business and responsible investments, AMF is a member of UN PRI, the UN Global Compact, the Net Zero Asset Owner Alliance, Climate Action 100+, the Swedish Institutional Owners Association and Swedish networks Sustainable Value Creation, SWESIF (the Swedish Forum for Sustainable Investments), Swedish Investors for Sustainable Development and a network of institutional real estate owners. AMF also supports CDP (the Carbon Disclosure Project) and TCFD (the Task Force for Climate-Related Financial Disclosure). It has also signed the Montreal Pledge on carbon footprint accounting.

About the Sustainability Report

This Sustainability Report summarises AMF's sustainability initiatives in the calendar year 2023. The report has been prepared in accordance with GRI Standards 2021. AMF is an occupational pensions company that operates in the Swedish market and is owned equally by the Confederation of Swedish Enterprise and the Swedish Trade Union Confederation (LO).

This report covers all operations of the Parent Company, AMF Tjänstepension AB, the wholly-owned subsidiaries AMF Fonder AB and AMF Fastigheter AB, as well as a number of property companies within the Group. For the Group structure, see Note 12 Shares and participations in Group companies on page 83. AMF has holdings in a number of part-owned companies defined as joint ventures and associates. These holdings are included in the investment activities.

No material changes in the size, ownership and supply chain of the organisation occurred during the reporting period. The Sustainability Report has been approved by the Board of Directors of AMF and generally reviewed by AMF's auditors, Ernst & Young AB see page 112.

The Sustainability Report is produced annually and the previous report, on the calendar year 2022, was published in March 2023.

Please address any questions or requests for additional information about AMF's sustainability work to Suzanna Eckerhall, Sustainability Manager, suzanna.eckerhall@amf.se

Measurement methods and other information

General information

Comparative figures for 2016–22 are included to the extent they are compatible with reporting for the year.

Carbon dioxide measurement in the equity portfolio

AMF reports both the weighted average carbon intensity of the total portfolio and the absolute emissions of the portfolio. Both measures have been calculated in accordance with the recommendation of Insurance Sweden and have been adapted to match TCFD recommendations. Emissions data are expressed

as tonnes of carbon dioxide equivalents, tCO₂e, based on data produced in accordance with the generally accepted GHG (Green House Gas protocol) accounting standard. "Carbon dioxide equivalents" – or CO₂e – is a measure of emissions of greenhouse gases that takes into account the fact that different gases contribute to a different extent to the greenhouse effect and global warming. Scope 2 emissions are primarily calculated on what is known as the "location-based method". The weighted average carbon intensity shows the investment portfolio's exposure to carbon-intensive companies, where carbon dioxide emissions at the portfolio companies are measured as the Company's greenhouse gas emissions relative to its net sales. AMF's exposure to carbon-intensive companies is calculated by weighing up each company's carbon intensity based on its weighting in AMF's portfolio.

The asset classes included are, in accordance with Insurance Sweden's recommendations, listed equities and directly owned property companies. Corporate credits are recognised, but as the coverage (74 per cent) is below the recommended limit of 75 per cent, they are recognised separately for the weighted average carbon intensity, but included for the absolute emissions of the total portfolio. Up until 2019, absolute emissions were measured on the basis of AMF's ownership share in the total market value of the company. The absolute measure has been aligned with the new recommendation. As a result, we calculate our share of the emissions as the value of the holding relative to the portfolio company's debt-free market value (the Enterprise Value, EV), of the carbon emissions of the portfolio companies. This is in line with the recommendations from Insurance Sweden.

The figures on pages 35–36 are based on AMF's holdings at 31 December 2023. Data on the companies' sales, carbon emissions and enterprise value are based on most recent data available, in most cases from 31 December 2022. As benchmarks for the measurement of carbon dioxide, MSCI ACWI excluding Swedish companies has been used for the non-Swedish portfolio. The OMX Stockholm Benchmark Index has been used for the Swedish portfolio, while MSCI Real Estate Europe has been used for the property portfolio.

Emissions data include direct emissions (Scope 1) and indirect emissions associated with energy consumption (Scope 2). Comprehensive, reliable data on other indirect emissions, such as contractors' emissions and emissions from the use of manufactured products (Scope 3) are not included. AMF uses

data from an external provider in its own models to calculate carbon emissions. The emissions data are primarily based on the companies' own reported figures. In cases where companies do not report data themselves, emissions are estimated. In order to present as accurate a picture as possible of the emissions in the portfolio, AMF has manually collected emissions data for those significant positions in listed companies where the data provider lacked data. The same applies for unlisted equities in the voluntarily reported carbon budget.

There is some uncertainty in the emissions data with regard to coverage and quality. AMF is in continuous dialogue with the data providers with a view to improving reliability and checking the quality. AMF also conducts its own ongoing controls of data collected, as well as an assessment of reasonableness for all manually collected data.

AMF's available data cover 99 (96) per cent of the listed share portfolio, 74 (57) per cent of the corporate credits and 100 per cent of the directly owned properties. The carbon footprint shows a historical snapshot of the emissions from the companies in the portfolio. Values will vary as companies' emissions change, but also as the composition of the portfolio changes. Changes in exchange rates also affect the result. Please note that the carbon footprint does not show the overall climate impact of investments, *inter alia* for the following reasons:

- Only certain emissions are included. Indirect emissions from suppliers are not always covered by the calculations, nor are the usually major emissions that may arise from use of a company's products.
- Emission data from companies are not comprehensive.
- Only certain asset classes are measured.
- Reductions in emissions from products and services are not included.
- Information on fossil reserves is not included.
- The measure does not provide any information about how well a portfolio is positioned against, or its contribution to, a transition to a low-carbon society.

AMF Fonder

The Morningstar sustainability rating for AMF Fonder on page 11 dates from 31 December 2023. The carbon footprint calculations on pages 35–36 are based on AMF Fonder's holdings as of 31 December 2023. The measurement shows the exposure of the

fund portfolio to carbon-intensive companies, expressed as the portfolio company's annual CO₂e in tonnes/company's annual income in the fund's currency, broken down by portfolio weighting, i.e. the value of the holding/total value of the portfolio. The MSCI ACWI index is used as the benchmark index for measurement of CO₂ for foreign companies, while SIX PRX (SIX Portfolio Return Index) and CSX (Carnegie Small Cap Index) are used for Swedish companies. The carbon footprint provides a basis for assessing certain climate-related financial risks – such as how a carbon dioxide price can affect a company's operations – and facilitates influencing companies to reduce emissions, via, for example, requirements for emission reductions, risk management, business strategies and transparency. The measure should be seen in the context of the fund company's overall sustainability work.

The carbon footprint presents a historical snapshot of the emissions from the companies in the fund's portfolio. Values will vary as companies' emissions change, but also as the composition of the portfolio changes. Changes in exchange rates also affect the result. Please note that the carbon footprint does not show the overall climate impact of investments, *inter alia* for the following reasons:

- Only certain emissions are included. Indirect emissions from suppliers are not always covered by the calculations, nor are the usually major emissions that may arise from use of a company's products.
- Emission data from companies are not comprehensive.
- Only certain asset classes are measured.
- Reductions in emissions from products and services are not included.
- Information on fossil reserves is not included.
- The measure does not provide any information about how well a portfolio is positioned against, or its contribution to, a transition to a low-carbon society.

Employee data

The classification into men and women is based on personal identity numbers and indicates the status at 31 December 2023. The data in the tables refer to the Group unless stated otherwise. The Parent Company maintains ongoing monitoring of the proportion of consultants used in the business, with a view to shedding light on the organisation as a whole and, in the long term, reducing the proportion of consultants used. The proportion of consultants is calculated on the basis of hours actually worked. In

2023, consultants accounted for an average of 14 (12) per cent of the total hours worked, corresponding to 48 FTEs.

Follow-up is performed on the gender balance in all Group management teams. AMF has the stated goal of ensuring that the representation of each gender is at least 40 per cent. Follow-up is conducted on groups of at least five people.

Real estate in general

Properties are to be excluded for the entire financial year in which tenants are responsible for – and pay for – the energy. In 2023 this applied to Marievik 24.

Properties are classified as projects when the building is under construction, or has predominantly been vacated for redevelopment. In such cases, the redevelopment must comprise at least half of the area of the property during the year in order to be considered a project. In the case of new builds, properties are considered to be projects if less than 75 per cent of the property area has been rented out, or until six months after completion. In the case of redevelopment or renovation, properties are considered projects until completion, and they revert to the status of investment property immediately afterwards. Projected properties are included as from the year in which they are finally completed, with regard to energy performance, and substantially fully occupied at 1 January of the relevant financial year. When calculating total energy utilisation, project properties are included for the full year. Two properties were operated on a project basis in 2023: Jericho 34 and Marievik 14.

Properties acquired are included in the subsequent financial year with regard to energy performance (it is expected that 12-month statistics will be available). In the calculation of total energy utilisation, both acquired and sold properties are included for the months in which they were owned by AMF.

AMF's current energy performance is calculated in comparison to 2022 as the reference year.

Energy performance and consumption

Energy performance is the total energy consumption of the property portfolio divided by the total area in Atemp. Atemp is calculated as the internal areas of floors, attics and cellars (excluding garages) heated to over 10°C. AMF's energy target is based on a reference year, 2022. Energy consumption is based on actual energy use. In the recognition of energy consumption and energy performance, the property at Marievik 24 – where the

tenants themselves are responsible for the energy utilisation – is not included. The property at Trollhättan 29–33 is included in a shared energy centre for the whole of Urban Escape (Gallerian district).

District heating/District cooling

District heating refers to deliveries of heating from Stockholm Exergi and Norrenergi. District heating is adjusted for the normal year, apart from the table "Energy Consumption" (H10) which states actual values. District cooling refers to deliveries of cooling from Stockholm Exergi and Norrenergi. District cooling also includes process cooling. Process cooling refers to cooling for the tenants' technical installations such as server rooms.

Cooling plants

Cooling plants refers to own-produced cooling, which is to be found in the following properties: Svalan 9, Trumman 2/Vattenpasset 11, Marievik 24, Fältöversten 7, Rektangeln 21, Trossen 12, Trollhättan 33, Oxen Större 21, Tobaksmonopolet 6, Fatburssjön 10, Marievik 19, Marievik 23, Marievik 26, Grävlingen 12.

The gases that AMF takes into account in its calculations are the following CFCs used in the above-mentioned cooling plants: R134a, R417a, R404a, R407f, R410a and 407c. The GWP value is in line with the IPCC AR5 factors.

Adjustments

No adjustments have been made of information from previous years in the present sustainability report.

Regulatory compliance

No sanctions or fines were imposed on AMF in 2022–23. In 2022, the Swedish Financial Supervisory Authority imposed a sanction of SEK 75,000 on AMF for a flagging missed in 2018 (FI Dnr 19-6451).

GRI index for the 2023 Sustainability Report

Description of scope	AMF Tjänstepension AB has reported in accordance with GRI Standards for the period 1 January–31 December 2023
GRI standard:	GRI 1: Foundation 2021
GRI sector-specific standard:	Not applicable

GRI 2: General disclosures

ORGANISATIONAL PROFILE AND ACCOUNTING PRINCIPLES		Page	DEVIATION
2-1	Details about the organisation	30, 40	
2-2	Units included in the sustainability report	30	
2-3	Accounting period, reporting and contacts	30	
2-4	Restatements of information	31	
2-5	External assurance	30	
BUSINESS AND EMPLOYEES		Page	DEVIATION
2-6	Activities, value chain and other business relations	2, 25, 30, 39	
2-7	Employees	26–27, 37	Deviation from requirements: AMF does not report employees per region. Reason: All AMF employees are located in Stockholm, Sweden. Explanation: It is therefore not considered relevant to report employees per region.
2-8	Staff who are not employees	31	
GOVERNANCE		Page	DEVIATION
2-9	Composition of the organisation and governance structure	45–48	
2-10	Nomination and election to the superior governing body	45–48	
2-11	Role of the Chairman of the Board	45–47	
2-12	Role of the Board of Directors regarding sustainability governance	19, 28–29	
2-13	The process for delegating responsibility for sustainability	19, 28–29	
2-14	Role of the Board of Directors regarding sustainability reporting	28–30	
2-15	Conflicts of interest	45	
2-16	Communication of critical affairs	25	
2-17	Total sustainability knowledge within the Board of Directors	24, 28	
2-18	Evaluation of the Board of Directors and its work	45–46	
2-19	Remuneration policy	100–104	
2-20	Process for defining remunerations	100–104	
2-21	Total annual remuneration	28–29, 100–104	

GRI index for the 2023 Sustainability Report, **cont.****GRI 2: General disclosures**

STRATEGIES, POLICIES AND PRACTICE		Page	DEVIATION
2-22	Statement from the CEO concerning sustainability	5-6	
2-23	The values, principles, standards and norms of behaviour of the organisation	25, 28-29	
2-24	Compliance with values, principles and guidelines	28-29	
2-25	Processes for remedying negative impact	55-56	
2-26	Mechanisms for consultancy and reporting issues to the organisation	25, 28-29	
2-27	Regulatory compliance	31	
2-28	Membership of associations	29	
STAKEHOLDER ENGAGEMENT		Page	DEVIATION
2-29	Stakeholders and stakeholder dialogue	28-29	
2-30	Collective agreements	37	

GRI index for the 2023 Sustainability Report, **cont.**

GRI 3: Significant issues					
		GRI	Governance and indicators	Page	
GRI 3			3-1	Process for deciding significant issues	28
			3-2	List of significant issues	14
GRI 300 Environment	Energy		3-3	Governance of significant issues	22-23, 31, 38
		2016	302-1	Energy consumption within the organisation	22-23, 31, 38
		2016	302-3	Energy intensity	22-23, 31, 38
	Emissions		3-3	Governance of significant issues	22-23, 31, 38-39
		2016	305-2	Energy-related indirect [Scope 2] GHG emissions	22-23, 31, 38-39
	Effluents and waste		3-3	Governance of significant issues	23, 31, 38
2020		306-3, 4, 5	Total waste by type and disposal method	23, 31, 38	
GRI 400 Social	Gender equality		3-3	Governance of significant issues	26-27, 37
		2016	401-1	New employee hires and personnel turnover	26-27, 37
		2016	405-1	Diversity of governance bodies and employees	26-27, 37
		2016	405-2	Ratio of basic salary and remuneration of women to men	26-27, 37
	Supplier social assessment		3-3	Governance of significant issues	25
		2016	414-1	New suppliers that were screened using social criteria	25
Governance of sustainability Financial sector	Active ownership		3-3	Governance of significant issues	15-16
			FS 10	Portfolio companies with which environmental or social issues were discussed	15
			FS 11	Percentage of assets that have been targeted for positive and/or negative environmental and social screening	16

Notes on sustainability

H1. Absolute emissions of carbon dioxide equivalents – equities, properties and corporate credits.

Tonnes of CO ₂ e	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Management of traditional insurance										
Swedish equities	152,000	146,000	235,000	211,000	195,000	313,000	220,000	187,000	108,000	140,000
Non-Swedish equities	339,000	296,000	499,000	407,000	700,000	804,000	1,111,000	1,213,000	818,000	1,081,000
Total equities	491,000	442,000	734,000	618,000	895,000	1,117,000	1,331,000	1,400,000	926,000	1,221,000
Properties	21,000	25,000	28,000	24,000	-	-	-	-	-	-
Corporate credits	314,000	235,000	196,000	269,000	-	-	-	-	-	-
Total equities, real estate and corporate credits	826,000	702,000	958,000	911,000	-	-	-	-	-	-
AMF Fonder	390,000	394,000	404,000	387,000	507,000	482,000	-	-	-	-

Emission data concerning carbon dioxide equivalents are based on data per the year prior to the year reported. The values per 2023 are thus based on emission data for 2022.

The measurement methods used for equities in traditional insurance were changed in 2020; for additional information on measurement methods, see page 30. Measurement of corporate credits started in 2020, while properties were added in 2021. Measurement of the absolute emissions for AMF Fonder started in 2019 and at that time figures for comparison could only be produced for 2018. Fixed-income funds are excluded, as AMF has less than 75 per cent coverage for holdings for which a carbon footprint is measured.

The 2020 Sustainability Report did not calculate the carbon intensity for the properties, nor did it present the total carbon intensity of the portfolio, including the properties, even though this is recommended by Insurance Sweden. This has been addressed in the 2021 Sustainability Report, and for comparability with carbon intensity in 2021 and retrospective accordance with the recommendation from Insurance Sweden, the carbon intensity in 2020 has been recalculated for the entire portfolio.

H2. Relative emissions of carbon dioxide equivalents, equities and corporate credits

Tonnes of CO ₂ e/companies' sales, SEK million	2023		2022		2021		2020		2019		2018		2017		2016		2015		2014		
	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	AMF	Index	
Management of traditional insurance																					
Swedish equities	2.0	2.9	2.3	3.1	3.6	3.6	6.0	4.2	4.1	7.5	6.5	10.2	5.0	8.5	4.5	7.3	3.9	6.8	5.4	8.7	
Non-Swedish equities	7.8	12.7	8.5	19.1	9.9	18.4	9.6	18.3	14.3	27.2	14.9	24.4	16.5	26.8	20.8	29.8	18.4	27.9	27.2	37.2	
Total equities, weighted	4.5	7.0	5.0	10.0	6.5	10.5	7.8	12.7	9.9	19.3	11.5	21.3	12.0	19.5	14.1	20.8	12.1	19.5	18.0	25.8	
Properties	3.5	6.0	3.9	7.8	3.9	9.6	4.3	10.5	-	-	-	-	-	-	-	-	-	-	-	-	
Total equities and properties, weighted	4.2	6.8	4.6	9.3	5.7	10.2	6.6	11.0	-	-	-	-	-	-	-	-	-	-	-	-	
Corporate credits*	7.7	-	7.1	-	10.0	-	11.6	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Fonder																					
AMF Asia Pacific Equities Fund	7.8	23.5	10.1	25.1	10.4	28.9	11.6	23.0	12.4	28.8	17.0	38.0	24.7	32.2	27.0	41.5	27.6	35.6	19.5	45.6	
AMF European Equities Fund	8.7	9.0	10.2	10.5	12.8	13.5	12.7	15.4	15.0	18.9	23.6	29.0	11.9	22.8	15.6	26.8	15.2	28.7	20.7	33.4	
AMF Global Equities Fund	10.2	12.5	7.5	16.0	11.7	18.1	15.4	18.3	14.0	22.1	20.6	29.0	17.4	26.9	20.9	29.8	21.8	28.4	25.7	36.5	
AMF North American Equities Fund	6.9	9.1	6.6	13.6	10.5	14.0	8.4	15.3	11.3	19.3	15.9	22.4	21.4	23.3	20.3	24.1	26.4	25.7	32.2	33.2	
AMF Small Companies Equities Fund	2.7	5.7	4.9	4.1	5.5	7.7	5.5	7.2	8.0	9.9	16.0	18.7	25.9	21.9	19.5	24.1	19.3	25.8	25.3	34.3	
AMF Swedish Equities Fund	1.7	2.9	1.9	2.7	4.3	5.4	3.9	5.3	4.0	6.6	6.2	10.1	7.6	9.6	4.3	7.3	3.9	7.3	10.1	9.9	
AMF Emerging Markets Equities Fund	10.1	32.9	11.6	31.8	13.1	41.1	13.9	37.8	15.7	38.5	-	-	-	-	-	-	-	-	-	-	
AMF World Equities Fund	5.8	6.7	4.4	8.0	7.3	10.5	8.6	10.5	7.9	12.8	10.6	17.7	9.8	16.5	10.4	16.3	10.5	15.8	17.1	20.5	
AMF Strategifond Global	10.2	12.5	7.1	15.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Balanced Fund (equity share)	4.5	6.1	3.7	7.1	6.7	9.6	7.7	9.6	7.3	11.7	10.0	16.4	10.6	15.3	9.2	14.8	10.6	14.3	15.4	18.7	
AMF Corporate Bond Fund	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Fixed-Interest Fund Short	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Fixed-Income Fund Long	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AMF Fixed-Income Fund Mixed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Emission data concerning carbon dioxide equivalents are based on data per the year prior to the year reported. The values per 2023 are thus based on emission data for 2022.

The measurement methods used for equities in traditional insurance were changed in 2020; for additional information on measurement methods, see page 30. Measurement of corporate credits started in 2020, while properties were added in 2021. No outcomes are available for fixed-income funds, as AMF has less than 75 per cent coverage of holdings for which a carbon footprint is measured.

The 2020 Sustainability Report did not calculate the carbon intensity for the properties, nor did it present the total carbon intensity of the portfolio, including the properties, even though this is recommended by Insurance Sweden. This has been addressed in this year's Sustainability Report, and for reasons of comparability with carbon intensity in 2021 and retrospective accordance with the recommendation from Insurance Sweden, the carbon intensity in 2021 has been recalculated for the entire portfolio.

* The coverage ratio for Corporate Loans is 74 per cent and is therefore not included in the weighted carbon intensity for the portfolio, given that Insurance Sweden recommends a coverage ratio of 75 per cent per asset class.

H3. Gender equality

2023	Women	Men	<29 years 30–44 years	45–59 years	>60 years	Total	
Number of employees	262	199	34	171	211	461	
Of whom, permanent employees	258	198	32	170	210	456	
Of whom, fixed-term employees	4	1	2	1	1	5	
Of whom, employed by the hour	–	–	–	–	–	0	
Of which, FTEs	251	191	32	166	203	442	
Of whom, part-time workers	11	8	2	5	8	19	
Employee turnover							
Number of new appointments	32	17	12	19	18	49	
Number of terminations	24	18	3	17	15	42	
Percentage of terminations (staff turnover)	9%	9%	10%	10%	7%	14%	9%
Composition of Board of Directors, management and other personnel							
Composition, Board of Directors	50%	50%	0%	0%	63%	38%	
AMF	80%	20%	0%	20%	40%	40%	
AMF Fastigheter	80%	20%	0%	0%	60%	40%	
AMF Fonder							
Management teams, Parent Company and subsidiaries	36%	64%	0%	18%	77%	5%	
Other managers	67%	33%	0%	27%	70%	3%	
Other administrative employees	57%	43%	8%	39%	42%	11%	

Deviation from requirements: AMF does not report employees per region.

Reason: All AMF employees are located in Stockholm, Sweden.

Explanation: It is therefore not considered relevant to report employees per region.

H4. Comparison of earnings between men and women in same profession

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Percentage of individuals, men and women, for whom an unjustified pay differential was identified in the annual salary survey	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	–	0.0%

No salary survey was carried out in 2015. At that time, the legal requirement was for a salary survey every three years. An unjustified pay differential means that the possibility that lower pay is gender-based cannot be ruled out. Unjustified pay differentials identified in the 2017 salary survey were immediately addressed. All employees, with the exception of the CEOs of AMF, AMF Fastigheter and AMF Fonder, are parties to collective agreements.

H5. Salary comparison between men and women regardless of occupation

Women's relative average salary	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Management in Parent Company and wholly owned subsidiaries	77%	73%	78%	77%	73%	90%	93%	64%	69%	71%
Other managers	99%	93%	99%	73%	67%	82%	70%	68%	68%	74%
Other administrative employees	86%	86%	86%	87%	88%	80%	82%	83%	79%	75%
All	80%	80%	81%	81%	80%	79%	79%	75%	73%	69%

2022	Women	Men	<29 years 30–44 years	45–59 years	>60 years	Total	
Number of employees	254	198	35	177	193	452	
Of whom, permanent employees	254	197	34	177	193	451	
Of whom, fixed-term employees	–	1	1	–	–	1	
Of whom, employed by the hour	–	–	–	–	–	0	
Of which, FTEs	244	191	34	169	187	435	
Of whom, part-time workers	10	7	1	8	6	17	
Employee turnover							
Number of new appointments	39	25	15	30	18	64	
Number of terminations	34	16	3	18	24	50	
Percentage of terminations (staff turnover)	14%	8%	10%	11%	12%	10%	11%
Composition of Board of Directors, management and other personnel							
Composition, Board of Directors							
AMF	44%	56%	0%	0%	56%	44%	
AMF Fastigheter	67%	33%	0%	17%	50%	33%	
AMF Fonder	60%	40%	0%	0%	60%	40%	
Management teams, Parent Company and subsidiaries							
	39%	61%	0%	26%	74%	0%	
Other managers							
	68%	32%	0%	29%	59%	12%	
Other administrative employees							
	56%	44%	9%	41%	39%	11%	

H6. Management of waste from construction projects, fractions

Tonnes	2023	2022	2021	2020	2019	2018
Hazardous waste						
Landfill	0	21	17	153	20	24
Recycling	1	17	2	3	12	2
Energy recovery	2	0	0	7	16	25
Non-hazardous waste						
Reuse	0	1	3	17	6	1,459
Recycling	203	1,982	187	2,098	1,179	1,686
Energy recovery	116	348	169	886	1,306	2,319
Landfill	331	340	53	94	500	514
Total	653	2,709	431	3,258	3,039	6,029

The waste stems from premises adaptations. Reports on two major projects (IKEA and Space) were finalised in 2022.

H7. Management of operational waste, fractions

Tonnes	2023	2022	2021	2020	2019	2018
Hazardous waste						
Landfill	0	0	0	0	1	3
Recycling	30	25	29	21	27	2
Energy recovery	5	1	1	1	4	26
Non-hazardous waste						
Reuse	14	34	111	91	20	0
Recycling	3,535	3,828	2,901	2,398	2,458	1,640
Energy recovery	2,006	3,002	1,992	2,016	2,980	2,554
Landfill	38	26	5	30	10	22
Total	5,628	6,916	5,039	4,557	5,500	4,247

H8. Carbon emissions from consumption of heating and electricity

	2023	2022	2021	2020	2019	2018	2017	2016
Fossil carbon emissions, total in tonnes of CO ₂	1,202	1,289	1,100	1,132	1,996	2,296	2,546	2,629
Carbon emissions, total in kg CO ₂ /sqm Atemp	1.5	1.7	1.4	1.4	2.5	2.6	3.0	3.1

Indirect carbon dioxide emissions are for the most part generated by the proportion of district heating consumption that is based on fossil fuels. Direct emissions Scope 1, indirect emissions Scope 2 and Scope 3 in connection with business travel are carbon offset. Total reported carbon emissions include leakage of CFC coolant, which contributed to an additional 92 tonnes CO₂e. Indirect emissions Scope 2 are recognised based on emission factors obtained from energy suppliers using the market-based method.

H9. Energy performance

Specific energy consumption, kWh/sq. km

AMF's property portfolio	2023	2022	2021	2020	2019	2018	2017	2016
Property electricity	28	30	31	30	30	34	33	40
District heating ¹⁾	35	35	38	40	48	47	48	51
District cooling	12	15	13	16	20	30	19	20
Total energy consumption	75	80	82	86	98	111	100	111

¹⁾ District heating is normal-year adjusted.

H10. Energy consumption

MWh	2023	2022	2021	2020	2019	2018	2017	2016
Fossil fuels	547	733	571	148	2,938	3,628	4,253	4,550
Recovered energy	6,735	3,547	15,373	14,991	3,918	6,211	8,492	8,921
Renewable	53,465	57,852	48,638	46,856	70,137	71,354	73,861	78,552
Total	60,747	62,132	64,582	61,995	76,993	81,193	86,606	92,023

AMF's property portfolio

Property electricity	22,393	22,761	27,394	23,703	25,730	25,992	27,162	29,199
District heating ¹⁾	28,551	26,420	36,904	31,318	38,622	34,732	43,807	46,040
District cooling	9,633	11,257	12,430	12,727	16,727	21,030	17,820	19,089
Total	60,577	60,438	76,728	67,748	81,079	81,754	88,789	94,328

Own consumption

AMF Group's own consumption ¹⁾	352	277	262	177	248	234	189	276
Total	352	277	262	177	248	234	189	276

¹⁾ District heating is normal-year adjusted.

Fossil fuels are various energy sources in the form of hydrocarbons, such as oil and coal. Recovered energy refers to waste heat, energy recovered in waste water, proportion of waste and recycled fuels not identified as renewable, and recovered energy in purchased electricity and cooperation on heat generation. Renewable energy is generated from sources that are constantly naturally renewed and will not become depleted. Solar, wind, water and biofuel are examples of renewable sources.

This year, the AMF Group's own consumption has increased from 2 to 10 on account of the increase in the number of operational offices.

H11. Carbon dioxide emissions from business travel

Tonnes	2023	2022	2021	2020	2019	2018
AMF (Parent Company)	8	12	3	21	80	145
AMF Fonder	51	8	2	12	63	46
AMF Fastigheter	53	17	4	20	30	64
Total	112	37	9	53	173	255

See page 24 for additional information.

H12. Paper consumption

Tonnes	2023	2022	2021	2020	2019	2018	2017	2016
Mailings to customers	32.4	45.4	44.7	48.1	54.8	34.1	90.1	83.0
Own consumption	3.2	3.0	1.1	2.8	6.7	8.4	9.6	8.6
Total consumption	35.6	48.4	45.8	50.9	61.5	42.5	99.7	91.6
Own consumption per workplace, kg	8	6	2	6	15	18	21	19

See page 24 for additional information.

H13. Suppliers

	Total	Share of purchasing volume for the 10 largest
AMF (Parent Company)	435	50%
AMF Fonder	160	56%
AMF Fastigheter	1,070	51%
Total	1,665	

Approximately 63 per cent and 64 per cent, respectively, of AMF's and AMF Fonder's suppliers invoiced more than SEK 50,000 in 2023. Approximately 45 per cent of AMF Fastigheter's suppliers invoiced more than SEK 100,000 in 2023. The thresholds differ due to AMF Fastigheter having a much larger supplier base with small invoiced amounts.